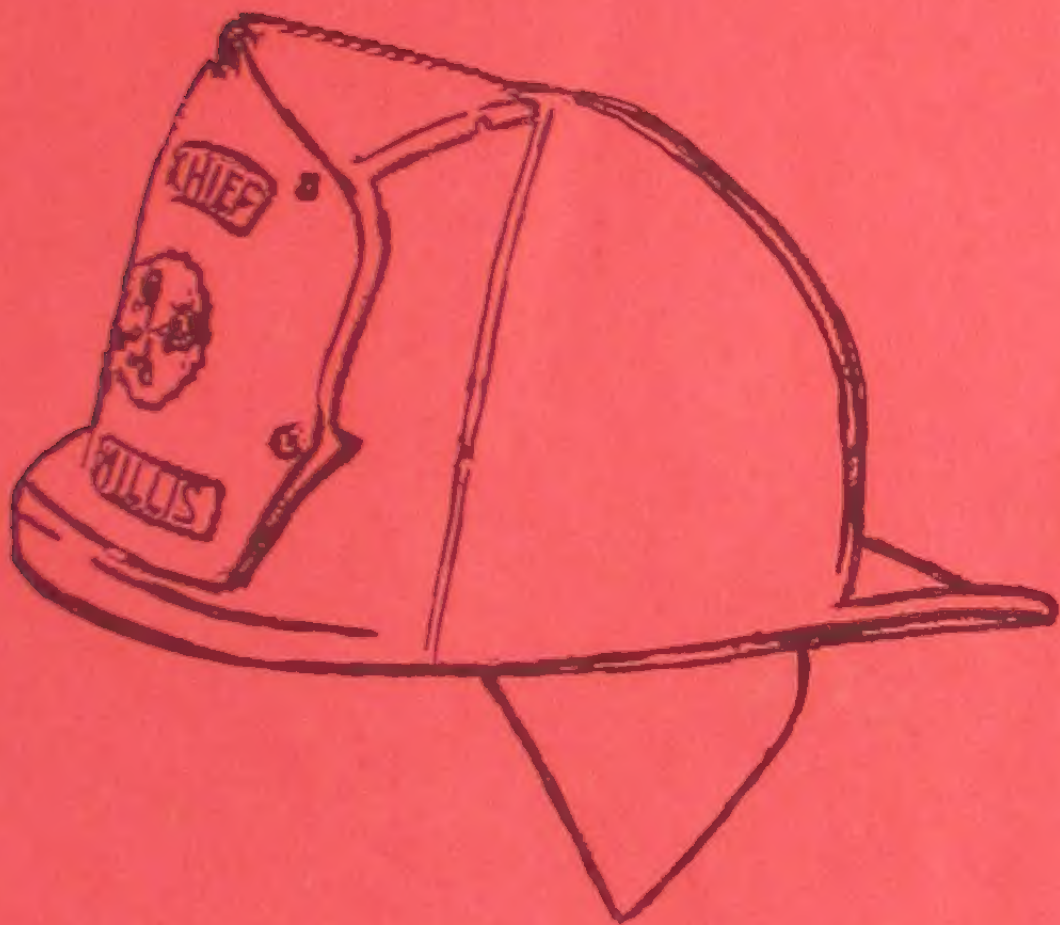


MILLIS

1995 Annual Town Report



Cover - computer graphics design of Fire Chief's helmet
courtesy of Millis High School Art Department

THE HUNDREDTH & NINTH
ANNUAL REPORT
OF THE
TOWN OF MILLIS,
MASSACHUSETTS

FOR THE YEAR ENDING
DECEMBER 31

1995



MILLIS, MASS.

1996

DEDICATION



This Town Report is dedicated to Robert A. Volpicelli, who is pictured above with his wife Pat, for his forty years of dedicated service to the Millis Fire Department and in honor of his appointment as Millis' first full-time Fire Chief prior to his retirement on December 31, 1995.

IN MEMORIAM

Francis P. Keaney
School Committee
January 12, 1995

Warren B. MacInnes
Zoning Board of Appeal
January 21, 1995

Arthur J. Henderson
Conservation Commission
May 15, 1995

Nicholas C. Diamandis
Conservation Commission
October 11, 1995

Jean A. Manning
School Cafeteria
October 21, 1995

Paul E. McCarthy
Assessor
October 29, 1995

Kevin D. Fortier
Police Officer, Dare Officer
October 30, 1995

Arthur T. Hurley, Jr.
Town Accountant
November 26, 1995

John F. O'Rourke
School Committee, Zoning Board of Appeal
December 21, 1995

THE TOWN OFFICERS 1996

Term Expires

MODERATOR

John G. Dugan

1996

TOWN CLERK

Roma L. Curran

1996

TREASURER

Richard H. Aulenback

1996

TAX COLLECTOR

Raymond C. Normandin

1996

BOARD OF ASSESSORS

Nancy Perlow

1996

Keith Gagne

1997

Lawrence J. McCarthy

1998

BOARD OF SELECTMEN

James J. McCaffrey

1996

Gary J. Ouellette

1997

Meriel N. Hardin

1998

SCHOOL COMMITTEE

Lisa Hansen

1996

David C. Egy

1996

Dorothy Stuckich

1997

Paul Arnold

1997

Susan Vecchi

1998

BOARD OF HEALTH

Kathleen H. Byrne

1996

Julio Fontecchio

1997

Paul R. Jacobsen

1998

LIBRARY TRUSTEES

Carole Greco

1996

Daniel Harp

1997

Elliott Gessman

1998

PLANNING BOARD

R. Scott Maxfield

1996

Donald Roman

1997

Catherine MacInnes

1998

Ronald A. Santospago

1999

Joanne S. Bragg

2000

HOUSING AUTHORITY

Carl Nickerson

1996

Mary A. Welch

1998

Joanne H. Andrews

1999

Henry J. Lewandowski (Resigned)

2000

Carol Mushnick, State Appointment

1997

APPOINTMENTS BY THE MODERATOR

FINANCE COMMITTEE

Patricia A. Ouellette	1996
Dianne Stronach	1997
John W. Hinkley (Resigned)	1997
Leonard J. Bateman	1997
Richard Curtin	1997
Thomas Hatch	1997
Robert Orsi	1997
Hillary Nichols	1997
John G. Northgraves	1998
William L. Casey	1998

OAK GROVE FARM COMMISSION

Harold Curran	1996
Ann Marie Fontecchio	1996
Stephen MacInnes	1997
Margaret Smith	1998
Scott Maxfield	1998

MEMORIAL DAY COMMITTEE

Albert Baima	1995
Albert Brennan	1995
Francis Collins	1995
Fred Dixon	1995
Vincent Gannon	1995
H. Maynard Gould	1995
Joseph Holt	1995
Paul Howie	1995
Samuel Howie, Jr.	1995
Thomas Howie	1995
Donald Lennon	1995
Emil Lenz	1995
Francis X. Murphy	1995
Raymond Otis	1995
Henry Perciaccante	1995
Julius Rosen	1995
Robert A. Volpicelli	1995
Edwin Waite	1995

APPOINTMENTS BY THE TOWN CLERK

George G. Ford, Assistant Town Clerk	1996
--------------------------------------	------

APPOINTMENTS BY THE BOARD OF HEALTH

Julio Fontecchio, Agent
Kathleen Byrne, Agent
Paul R. Jacobsen, Agent
Mark Oram, Health Agent
Roma L. Curran, Burial Agent
H. Tracy Mitchell, Assistant Burial Agent
Thomas C. Frasca, Plumbing and Gas Inspector
Warren Champagne, Deputy Plumbing and Gas Inspector

APPOINTMENTS BY THE BOARD OF SELECTMEN

Term Expires

TOWN ADMINISTRATOR

Charles J. Aspinwall

TOWN ACCOUNTANT

Virginia Mullane

1997

TOWN COUNSEL

Kopelman and Paige

1996

REGISTRARS OF VOTERS

Rita Murphy

1996

Dianne Hubbard

1997

Barbara D. Wilkie

1998

PUBLIC WEIGHERS

Ken Bianco

1996

Arthur Murphy

1996

Michael Pukanasis

1996

Nicholas Silverstrone

1996

John Tresca

1996

Robert Tresca

1996

Stephen Tresca

1996

Michael Collins

1996

Joseph Pepper

1996

Chuck McDonald

1996

Frederick Sweet

1996

Robert Valchuis

1996

William Goodale

1996

FENCE VIEWER

Herbert Stevens

1996

SURVEYORS OF WOOD AND LUMBER

William F. Whelan

1996

John H. Larkin

1996

BUILDING INSPECTOR AND DEPUTY BUILDING INSPECTOR

William F. Whelan

1996

John H. Larkin

1996

ANIMAL INSPECTOR

Jacqueline Malo

1996

DEPUTY ANIMAL INSPECTORS

Laurie Bowser (resigned)

1995

James Morton (resigned)

1995

Robert O'Neill

1996

Melissa Whidden

1996

Robert Schulz

1996

Wayne Lemmler

1996

FIELD DRIVER

Joshua Mael

1996

METROPOLITAN AREA PLANNING COUNCIL REPRESENTATIVE

Robert Orsi

1996

SOUTHWEST AREA PLANNING COUNCIL

Meriel N. Hardin 1996

NORFOLK COUNTY ADVISORY BOARD DESIGNEE

Wayne Carlson 1996

MILLIS CONSORTIUM REPRESENTATIVE

Meriel N. Hardin 1996

JOINT REGIONAL TRANSPORTATION COMMITTEE REPRESENTATIVE

Domenic D'Eramo 1996

MBTA ADVISORY BOARD DESIGNEE

Charles Aspinwall 1996

HAZARDOUS WASTE COORDINATOR

Paul R. Jacobsen 1996

Kathleen Byrne (Alternate) 1996

RIGHT-TO-KNOW COORDINATOR

Paul R. Jacobsen 1996

Julio Fontecchio (Alternate) 1996

ZONING BOARD OF APPEAL

Wayne L. Hansen 1996

William D. O'Callaghan 1997

Peter F. Koufopolous 1998

ZONING BOARD OF APPEAL ASSOCIATE MEMBERS

Edward L. Santos 1996

Joseph P. Coppola 1996

ASSOCIATE PLANNING BOARD MEMBER

Henry S. Joyce 1996

CONSERVATION COMMISSION

Mary Best 1996

Arthur J. Henderson (Deceased) 1996

Pamela Okolita (Appointed) 1996

Lawrence J. Bergen 1997

Edward Chisholm 1997

Charles W. Vecchi 1998

Peter Stuckich 1998

Ann Rich 1998

PERMANENT SOUTHWEST WATER SUPPLY PROTECTION ADVISORY COMMITTEE

Irving Priest 1996

TREE WARDEN

Irving Priest 1996

DRAINAGE INVESTIGATING COMMITTEE

Herbert P. Stevens, Jr. 1996

Irving Priest 1996

Robert Volpicelli 1996

COUNCIL ON AGING

Joseph Hersey 1996

Phyllis Talabach 1996

Joan Schulz (Resigned)	1996
Manuel Goes (Appointed)	1996
Anthony Meleski	1997
Neta Heustis	1997
Richard Barrett	1998
Brenda Goudy	1998

HISTORICAL COMMISSION

Jacqueline Graci	1996
Corinne Kravitz	1996
Donna Collins	1996
Barbara Hansen	1997
Charles Vecchi	1998
George G. Ford	1998
Joanne Gannon	1998
Carole Greco - Associate Member	1996

RECREATION COMMITTEE

Judy Malouf	1996
Ellen Hyman	1996
Sue Wilson	1996
Jackie Shagoury	1996
Stephen Ciccariello	1996
Joy Riccuito	1996
Sheryl Felton	1996

INSURANCE COMMITTEE

Douglas Mertz	1996
Wayne Klocko	1996

MILLIS LOCAL ARTS COUNCIL

Martha Menne	1995
Leonora D'Innocenzo	1995
Kathleen Griffin	1995
Diane Hubbard	1995
Ann Mertz	1996
Martha Worthington	1996
Janet McCarron	1996
Kathleen Hennessy	1996
Mary Melo	1996
Lorraine Ball	1997
Sandra Tannozzini	1997
Arlene H. Whitney	1997
Helen Daly	1997
Samantha Richardson	1997
Melodie Guinta	1997
Emily Reed Baratta	1997

CABLE TV ADVISORY BOARD

Kenneth Jones	1996
Julius Rosen	1996
Ken Drew	1996
Frank Gubala	1996
Alan Burch	1996
Michael E. Cunningham	1996
Joseph R. Tarara	1996
James J. McCaffrey (liaison)	1996

ENERGY CONSERVATION COMMISSION

Tauno O. Aalto, Sr.	1996
Francis X. Murphy	1996
David J. Byrne	1996

MILLIS HOUSING PARTNERSHIP

Margaret Clark	1996
Joanne Andrews	1996
Susan Lockett	1996
Daniel Magnarelli	1996
Elaine M. Ficcardi	1996

PERMANENT BUILDING COMMITTEE

Ann Mertz	1996
Sami Kassis (Resigned)	1997
Geraldine Conley	1997
Normand Fournier (Appointed)	1997
Wayne Klocko	1998
Ralph Geyer (Resigned)	1998
John Nash (Appointed)	1998
David Byrne (Ex Officio)	1996
Charles J. Aspinwall (Ex Officio)	1996

SCHOLARSHIP COMMITTEE

William Casey	1996
Judith Malouf	1996
Alice LeBel	1996
Linda Waters	1996
Sheryl Lajoie	1996
Joseph P. Coppola	1996
Judy Bryant, Superintendent Designee	

MILLIS EMERGENCY MANAGEMENT AGENCY CO-DIRECTORS

Herman Downing	1996
Wayne Simpson	1996

MILLIS EMERGENCY MANAGEMENT AGENCY

Herman Downing	1996
Wayne Simpson	1996
Julius Rosen	1996
Manning Doliner	1996
Donald Lennon	1996

MILLIS EMERGENCY MANAGEMENT COMMUNICATION ALTERNATES

Herman Downing	1996
Kenneth Jones	1996
Wayne Simpson	1996
John Cortelli	1996
Julius Rosen	1996

RADIO OFFICER FOR MILLIS EMERGENCY MANAGEMENT AGENCY

Wayne Simpson	1996
---------------	------

RED CROSS LIAISON TO MILLIS EMERGENCY MANAGEMENT AGENCY

Rita McCann	1996
-------------	------

SAFETY COMMITTEE

Albert J. Baima	1996
Robert A. Volpicelli, Sr.	1996
Jacqueline Anderson	1996
David J. Byrne	1996
Kathleen Byrne	1996
Merrily Sparling	1996
Irving Priest	1996

EMERGENCY MANAGEMENT PLANNING COMMITTEE

Albert J. Baima	1996
David J. Byrne	1996
Herman Downing	1996
George G. Ford	1996
Meriel N. Hardin	1996
Paul R. Jacobsen	1996
Rita McCann	1996
Irving Priest	1996
Wayne A. Simpson	1996
Charles W. Vecchi	1996
Robert A. Volpicelli, Sr.	1996
H. Robert Yeager	1996

STREETSCAPE COMMITTEE

Susan Gilkey (Resigned)	1996
Deborah Osborne	1996
Loretta Knight	1996
Albert Anderson	1996
Lieselotte Anderson	1996
Jean Maier (Resigned)	1996
Michael Sanok (Appointed)	1996

WATER/SEWER COLLECTOR

Raymond Normandin	1996
-------------------	------

COMPUTER ADVISORY COMMITTEE

Charles Aspinwall	1996
Jacqueline Anderson	1996
Virginia Mullane	1996
Raymond Normandin	1996
Teresa Cousens	1996
Lauren Whittaker	1996
Paul Hill	1996
Daniel Harp	1996
Grace Magley	1996
Barbara Bryant (Ex Officio)	1996
Ellen Stokinger (Ex Officio)	1996

YOUTH COMMISSION

Anne Bourque	1996
Barbara Chotkowski	1996
Samantha Richardson	1996
Nancy Fournier	1996
Joanne McCarter	1996
Brian A. Hoell	1996
Julio Fontecchio	1996

Youth Commission Associate Members

Jane Hardin	1996
-------------	------

Andrea Melewski	1996
Deana Chanonhouse	1996
Ellinor Harkins	1996
Brett MacGowan	1996

INSURANCE ADVISORY COMMITTEE RETIREE MEMBER

Elizabeth Oschman	1996
-------------------	------

FIRE CHIEF REVIEW COMMITTEE CIVILIAN MEMBER

Gregg A. Guinta	1996
-----------------	------

ELECTION OFFICERS

Wayne L. Hansen, Warden	1996
Carole Kellogg, Warden	1996
Carol Mushnick, Deputy Warden	1996
Joseph Felton, Deputy Warden	1996
Herbert F. Lannon, Jr., Clerk	1996
Barbara Hansen, Clerk	1996
Susan Lockett, Deputy Clerk	1996
Louise Fay, Deputy Clerk	1996

INSPECTORS

Mary Braman	1996
Lorraine Consoletti	1996
Madelene Thumith	1996
Marian Ingraham	1996
Joanne Brauningner	1996
Nancy Zonfrelli	1996
Mary Welch	1996
Shirley Hoar	1996

APPOINTMENTS BY THE TOWN ADMINISTRATOR

POLICE DEPARTMENT

Albert J. Baima, Chief	1996
Frank S. Newell, Sergeant (Resigned)	1996
William J. Dwyer, Sergeant	1996
William A. Carlson, Sergeant	1996

PATROLMEN

David C. Egy	1996
Roderick A. MacLeod	1996
Leo J. Acerra	1996
Robert A. Dixon	1996
Peter J. Opanasets	1996
Thomas J. Quinn	1996
Kevin Fortier (Deceased)	1996
Domenic J. Tiberi	1996
Paul D. Smith	1996

PERMANENT INTERMITTENT POLICE OFFICERS

John Ryan	1996
Joel Rosenfeld	1996
Jeffrey Hill	1996
Paul Adams	1996
Peter McGowan	1996
Robert Maraggio	1996

RESERVE POLICE OFFICER - DETAILS

Linda Myers	1996
Frank Newell (details only)	1996

PART-TIME DISPATCHERS

Daniel Smith	Robert E. O'Neill, Jr.
Peter McGowan	

FULL-TIME DISPATCHER

Linda Myers

EMERGENCY MEDICAL TECHNICIANS

Daniel Smith	Vincent Howley
Eric Milley	Peter Opanasets
Kathryn T. Brown	Joseph D. Healy

TRAFFIC SUPERVISOR

Thomas Ward

SCHOOL TRAFFIC OFFICERS

Elizabeth A. DeAngelis	Patricia A. Gangi
Ruth E. Grogan	Helen R. Kubacki
Elizabeth L. Clancy	James McDonough

FULL-TIME FIRE CHIEF

Robert Volpicelli, Sr.

FIREFIGHTERS

Peter Opanasets	Joseph Healy
Robert Maraggio	Joseph Churchman
Glenn Howland	

HIGHWAY FOREMAN

Michael Porciaccante

HEAVY EQUIPMENT OPERATOR

Frederick Souza

COUNCIL ON AGING SENIOR CLERK

Grace Magley

ZBA SECRETARY

Jane Fitzin

LIBRARY ASSISTANT

Kathleen Flaherty

LIBRARY PAGE

Kyle MacQuarrie

Lindsay Cutler

Diane Tomasi

DEPUTY ANIMAL CONTROL OFFICERS

Robert Schulz

Wayne Lemmler

Melissa Whidden

Robert E. O'Neill, Jr.

Charles Ryder (Resigned)

BUILDING MAINTENANCE

John E. McCarthy

TEMPORARY BUILDING INSPECTOR

John O'Toole

1996

DIRECTOR OF VETERANS' SERVICES

Roger McCann

1996

VETERANS' AGENT ASSISTANT

Paul S. Howie

1996

VETERANS' GRAVES OFFICER

Roger McCann

1996

WIRE INSPECTOR AND DEPUTY WIRE INSPECTOR

Tauno O. Aalto, Sr.

1996

David J. Byrne

1996

TREE WARDEN

Irving Priest

1996

SEALER OF WEIGHTS AND MEASURES

Carol MacDonald

1996

SPECIAL POLICE OFFICERS, APPOINTED FROM THE FOLLOWING TOWNS:

Bellingham, Holliston, Medway, Medfield, Norfolk,
Sherborn, Wrentham

ANNUAL TOWN ELECTION
TOWN OF MILLIS
MAY 1, 1995

MODERATOR (FOR ONE YEAR)	PRECINCT I	PRECINCT II	TOTAL
John G. Dugan	829	915	1744
Blanks	163	148	311
TAX COLLECTOR (FOR ONE YEAR)			
Leonard J. Bateman	369	285	654
Raymond C. Normandin	561	697	1258
Blanks	62	80	142
ASSESSOR (FOR THREE YEARS)			
Lawrence P. McCarthy	699	724	1423
Blanks	293	336	629
SELECTMAN (FOR THREE YEARS)			
Meriel N. Hardin	530	575	1105
Scott Maxfield	415	423	838
Blanks	47	64	111
SCHOOL COMMITTEE (FOR THREE YEARS)			
Susan Vecchi	709	782	1491
Blanks	283	280	563
SCHOOL COMMITTEE (FOR ONE YEAR)			
David C. Egy	536	605	1141
Ellen O. Horton	421	419	840
Blanks	35	39	74
LIBRARY TRUSTEE (FOR THREE YEARS)			
Elliott L. Gessman	701	786	1487
Blanks	291	274	565
LIBRARY TRUSTEE (FOR ONE YEAR)			
Carole Greco	30	41	71
Blanks	944	1009	1953
PLANNING BOARD (FOR FIVE YEARS)			
Joanne Bragg	689	740	1429
Blanks	303	322	625
BOARD OF HEALTH (FOR THREE YEARS)			
Paul R. Jacobsen	716	763	1479
Blanks	276	297	573
HOUSING AUTHORITY (FOR FIVE YEARS)			
Henry J. Lewandowski	689	751	1440
Blanks	303	312	615

QUESTION NO.1

Shall the Town of Millis be allowed to exempt from the provisions of Proposition 2 1/2, so called, the amounts required to pay for the bond issued in order to renovate and convert the Millis Memorial School for use as a Community Center and Town Hall?

Yes	540	613	1153
No	442	442	884
Blanks	10	8	18

QUESTION NO.2

Shall the Town of Millis be allowed to assess an additional \$171,000 in real estate and personal property taxes for the purposes of School Department operating budget wages and expenses for the fiscal year beginning July 1, 1995?

Yes	467	576	1043
No	509	479	988
Blanks	16	8	24

**ANNUAL TOWN MEETING
MILLIS, MASSACHUSETTS, MONDAY, MAY 8, 1995**

The Annual Business Meeting of the Town of Millis, Massachusetts, was held Monday evening, May 8, 1995, in the George C. Roy Auditorium of the Middle High School and was called to order by the Moderator, John G. Dugan, at 7:49 p.m.

The Town Warrant calling this business meeting was signed by Selectmen Meriel N. Hardin, James J. McCaffrey and Gary J. Ouellette and was posted on April 22, 1995 by Helen R. Kubacki, Constable, in accordance with the By-Laws of the Town of Millis.

Voting List Inspectors: Lorraine Consoletti
 Marian Ingraham
 Madelene Thumith
 Theresa Cousens

Tellers Appointed and Sworn in by the Moderator:

Thomas Howie
Scott Maxfield
Daniel Mundy
Philip Roberts

Due to the large attendance, the cafeteria was opened for voters. The following persons were appointed and sworn in by the Moderator to serve in the cafeteria:

Assistant Moderator: Dennis Flaherty

Tellers: Richard Barrett
 James Neville
 Francis O'Rourke

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag.

All veterans in the hall were asked to stand in recognition of the observance of the 50th Anniversary of V-E Day.

The Moderator recognized and thanked Mr. Daniel Kehoe, our outgoing Superintendent of Schools, and at the same time, in behalf of the Town, extended a welcome to our new Superintendent, Dr. Caroline White.

The Moderator stated this past year the Town lost someone who served in several capacities and served as our Tax Collector for many years, Rose Robinson, who was also our good friend.

At this time Meriel Hardin spoke in behalf of the Board of Selectmen and the Town of Millis to thank Richard Aulenback, Town Treasurer, for filling in as Tax Collector until the Annual Town Election.

The Senior Class was recognized for donating \$1500 toward the cost of the new gray curtains, which serve as the backdrop for the stage.

Articles 1, 2 and 3 were acted on at the Annual Town Election.

MOTION made by William Casey, Acting Chairman of the Finance Committee, that the reading of the Warrant and return of service thereof be omitted and it was **UNANIMOUSLY VOTED**.

MOTION made by William Casey that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter, and it was **UNANIMOUSLY VOTED**.

ARTICLE 1. To choose a Moderator for one year, a Tax Collector for one year, an Assessor for three years, a Selectman for three years, one member of the School Committee for three years, a member of the School Committee for one year, a Library Trustee for three years, a Library Trustee for one year, a member of the Planning Board for five years, a member of the Board of Health for three years and a member of the Housing Authority for five years.

ARTICLE 2. Shall the Town of Millis be allowed to exempt from the provisions of Proposition 2 1/2, so-called, the amounts required to pay for the bond issued in order to renovate and convert the Millis Memorial School for use as a Community Center and Town Hall?

ARTICLE 3. Shall the Town of Millis be allowed to assess an additional \$171,000 in real estate and personal property taxes for the purposes of the School Department operating budget wages and expenses for the fiscal year beginning July 1, 1995?

ARTICLE 4. To see if the Town will vote to appropriate and raise by transfer from available funds or by transfer from the Stabilization Fund, a sum of money to meet the additional expenses of the current fiscal year not sufficiently funded under Article 14 of the 1994 Annual Town Meeting, or act in any manner relating thereto.

VOTED that the Town transfer the sum of \$7,000 from FY95 Transfer Station wages to FY95 Transfer Station expenses.

ARTICLE 5. To see if the Town will vote to transfer from available funds a sum of money to pay unpaid bills from previous fiscal years incurred by Town Departments, or act in any manner relating thereto.

UNANIMOUSLY VOTED that the Town appropriate and raise by taxation the sum of \$2,657.15 to pay unpaid bills from previous fiscal years incurred by Town Departments as follows:

North Shore Recycled Fibers	\$159.02
Todesca Equipment Company	1,846.31
Reimbursement to Judith Carlson	85.00
Town of Millis Water/Sewer	566.82

ARTICLE 6. To see if the Town will vote to appropriate and raise by taxation or by transfer from available funds, a sum of money to fund Fiscal Year 1995 and 1996 salary and wage accounts, or act in any manner relating thereto.

VOTED that the Town appropriate and raise the sum of \$117,736 to fund Fiscal Years 1995 and 1996 salary and wage accounts, said funds to be raised as follows:

By taxation	\$112,521.00
By transfer from sewer receipts	1,800.00
By transfer from water receipts	3,415.00

ARTICLE 7. To see if the Town will vote to adopt amendments to Schedule A - Classification Plan, Schedule B - Salary Plan, Schedule C - Employee Benefits, and Schedule D - Policies and Procedures, of the Town of Millis Personnel Plan, said amendments to be effective July 1, 1994, or act in any manner relating thereto.

MOTION made by William Casey that the Town adopt amendments to Schedule A- Classification Plan, Schedule B-Salary Plan and Schedule D- Policies and Procedures of the Millis Personal Plan, said amendments to be effective July 1, 1994, except stipends for ambulance personnel which shall be effective July 1, 1995.

PERSONNEL PLAN
July 1, 1994

SCHEDULE A CLASSIFICATION PLAN

SCHEDULE B SALARY PLAN

Grade Level	Position	Hourly Rate/Steps				
		1	2	3	4	5
19	Asst. Director, DFW Fire Chief	18.25	18.82	19.75	20.61	21.22
18	Town Accountant	16.76	17.26	18.41	19.26	20.10
17	Adm. Asst. to Board of Selectmen	15.78	16.26	17.42	18.27	19.10
16	Building Inspector	stipend of \$3713/year plus 1/2 of permit fees collected up to \$30,000 annually				
15	Ambulance Director	13.91	14.61	15.32	16.00	16.72
	Dep. Fire Chief/St 1	stipend of \$2129/year plus hourly rate for ambulance runs only				
	Dep. Fire Chief/St 2	stipend of \$849/year plus hourly rate				
14	Public Health Nurse	13.25	13.91	14.58	15.22	15.90
	Plumbing/Gas Inspector	stipend of \$2652/year plus 1/2 of permit fees collected up to \$30,000 annually				
	Wiring Inspector	stipend of \$2652/year plus 1/2 of permit fees collected up to \$30,000 annually				

13	Admin. Clerk/DPW Admin. Clerk/Town Office Computer Systems Coordinator Fire Captain	12.63	13.25	13.87	14.52	15.15	stipend of \$530/year plus hourly rate
12	Fire Lieutenant Dep. Building Inspector	12.01	12.62	13.23	13.81	14.42	stipend of \$424/year plus hourly rate stipend of \$955/year plus 1/2 of permit fees collected when perform- ing duties of Inspector
11	Recreation Director Council on Aging Director	11.45	12.01	12.59	13.17	13.75	
10	Admin. Clerk/Assessor	10.74	11.32	11.91	12.55	13.16	
9	Children's Librarian Dep. Plumbing/Gas Inspector Dep. Wiring Inspector	10.56	11.07	11.61	12.13	12.66	stipend of \$637/year plus 1/2 of permit fees collected when performing duties of Inspector stipend of \$637/year plus 1/2 of permit fees collected when performing duties of Inspector
8	Computer Operator Admin. Clerk/Health Sr. Library Asst.I Outreach/Geriatric Social Worker Firefighter	10.03	10.55	11.05	11.58	12.07	stipend of \$318/year plus hourly rate
7	Conservation Secretary DPW/Data Entry Clerk Finance Secretary Planning Board Secretary Selectmen/Sr Clerk Steno Town Clerk/Clerk Steno Zoning Board Secretary Building Dept/Sr Clerk Dispatch/Part Time Animal Control Officer	9.13	9.58	10.03	10.51	10.95	
6	Sr. Library Asst II	8.30	8.70	9.14	9.54	9.95	
5	Accountant/Sr Clerk Assessors/Sr Clerk Collector/Sr Clerk DPW/Sr Clerk Election/Sr Clerk Fire/Sr Clerk Police/Sr Clerk Treasurer/Sr Clerk Recreation/Sr Clerk Senior Clerk	7.53	7.89	8.30	8.65	9.04	

Bldg Maintenance/Repair Person

Library Assistant	6.77	7.10	7.48	7.80	8.13
Recreation Helper	6.12	6.42	6.73	7.04	7.32

APPOINTED SPECIALS

Position	Annual Stipend
----------	----------------

Emergency Management Director(s)	387/year
Fire Steward/Station 1	260/year
Fire Steward/Station 2	153/year
Fire Alarm Superintendent	106/year
Forest Warden	106/year
Sealer/Weights and Measures	1,020/year
Sewer/Water Registrar	1,040/year
Sewer/Water Collector	1,040/year
Director Veteran Services	3,000/year
Election Worker/Census Taker	6.37/hour flat
Matron	11.10/hour flat
Lockup Keeper	11.10/hour flat
Permanent Intermittent Police Officer	11.10/hour flat
DPW Seasonal Worker	7.73/hour flat
Seasonal Engineering Co-op Student	9.79/hour flat
Library Page 2	4.74/hour flat
Library Page 1	4.38/hour flat
Board of Registrars	500/year
Zoning Law Appeal Board	500/year

A flat rate of \$11.22 per hour will be paid to persons operating and/or manning the ambulance. Two hour minimum per call, except police officers on duty who will be paid their regular rate of pay.

Ambulance personnel who retain state certification as EMT's shall receive an annual stipend of \$800 a year providing each responds to at least thirty calls during the fiscal year.

Schedule D. Policies and Procedures

Section 1. Employee Grievance Procedure

Delete Steps 1 through 3 and insert in place thereof the following new steps.

Step 1. The aggrieved employee shall meet and take up the grievance or dispute in writing with the Department Head within five (5) working days of the date of the grievance or the employee's knowledge of its occurrence. The Department Head shall attempt to adjust the matter and shall respond to the employee, in writing, within five (5) working days.

Step 2. If the grievance remains unsettled, it shall be presented to the Town Administrator in writing within five (5) working days after the response of the Department Head is due. The Town Administrator

shall respond in writing within ten (10) working days of the presentation of the grievance to them.

Step 3. If the grievance remains unsettled, it shall be presented to the Board of Selectmen. The appeal shall be submitted, in writing, to the Board of Selectmen within five (5) working days after the response of the Town Administrator is due. The Board of Selectmen shall meet with the aggrieved and/or his representative. The Board of Selectmen shall respond, in writing, within ten (10) working days of the presentation of the grievance to them. The decision of the Board of Selectmen shall be final.

Section 10. Sexual Harassment Policy

Delete Section 10. in its entirety and replace with the following:

Section 10. Sexual Harassment Policy

- A. The Town of Millis is committed to the principle that its officers, employees and staff have a right to be free from sex discrimination in the form of sexual harassment by any Town officer, employee or staff member.

The determination of what constitutes sexual harassment will vary with the particular circumstances, but generally is defined as an attempt to coerce an unwilling person into a sexual relationship, or to subject a person to unwanted sexual attention, or to punish a refusal to comply or to create a sexually intimidating, hostile or offensive working environment.

Sexual harassment is understood to include a wide range of behaviors, from the actual coercing of sexual relations to the unwelcome emphasizing of sexual identity. Unwelcome sexual advances, requests for sexual favors and other physical or communicative conduct of a sexual nature will be considered sexual harassment when:

1. Submission to such conduct or communication is made a term or condition either explicitly or implicitly to obtain or maintain employment opportunities; or
2. Submission to or rejection of such conduct by an individual is made or in fact becomes a basis for employment decisions; or
3. Such conduct or communication has the purpose or effect of unreasonably interfering with an individual's work performance or of creating an intimidating, hostile or offensive work environment.

B. Procedures

Persons who believe they have been subjected to sexual harassment may, and are encouraged to, seek redress through the procedures set forth below. Any violation of this policy should be brought prompt-

ly to the attention of the Town Administrator, who shall cause to be made a prompt, thorough and confidential investigation.

1. Any individual subjected to sexual harassment may, if he or she chooses, confront the alleged harasser informally in order to resolve the complaint on a personal level.
2. If the complainant does not want to deal directly with the alleged harasser, or if the matter is not resolved informally the complainant should immediately report the conduct to the Personnel Director. Every report of sexual harassment must be taken seriously. It must be responded to immediately. In appropriate circumstances, the Personnel Director may offer to the complainant the option to sit down with the alleged harasser and the complainant together or the alleged harasser alone to work out an informal resolution.
3. Any Department Head who receives a complaint verbally or in writing concerning sexual harassment or observes conduct which he/she believes may constitute sexual harassment is required to document the complaint and report it in writing to the Personnel Director within two (2) working days.
4. If the complainant does not agree to meet with the alleged harasser, the complainant can choose one of the following options:
 - a. To write a letter to the alleged harasser listing the following :
 1. An exact description of the behavior, including when and where it happened.
 2. A description of how the behavior made the complainant feel (embarrassed, humiliated, angry, etc.).
 3. The letter should contain a request that the behavior stop because it is sexual harassment and it is against the law.
 4. A promise that if the behavior stops, nothing further will be said and no further action will be taken.
 5. The Personnel Director should assist the complainant in drafting the letter.
 6. The letter should be signed and dated by the complainant. The complainant or the person assisting the complainant should deliver one copy of the letter to the alleged harasser and retain a copy in their file.

7. If the behavior does not stop, the writer will request a formal investigation.
6. To complete and sign an incident form with assistance of the Personnel Director which begins the formal investigation process conducted by the Town Administrator.
5. In the case of serious or repeated incidents of sexual harassment or other cases requiring a formal investigation, the Town Administrator shall:
 - a. Have a supportive person present with the complainant at all discussions regarding the case.
 - b. Keep the investigation group as small as possible to protect the rights of both parties and to prevent the investigation from becoming overly publicized and protect the complainant from retaliation.
 - c. Complete the investigation promptly (within ten (10) working days from the date it is reported). The investigation will include interviewing the complainant; the person alleged to have made the harassing conduct or communication; and such other person(s) named by the complainant or person accused, who may have witnessed or have information pertaining to the incident. An opportunity for all parties to be heard will be provided.
 - d. Within five (5) work days of the completion of the investigation conclude whether a violation of the policy has occurred or not; complete a written investigation report; send copies of the report to:
 1. Board of Selectmen
 2. The complainant and the person(s) against whom the complaint was made.
 - e. If the complaint is not supported, carefully explain the decision to the complainant and alleged harasser.
 - f. If the complaint is supported, such action as is necessary shall be taken to admonish and discipline the harasser, alleviate the complainant's concerns and prevent further harassment.
 - g. Appeal Procedure: The complainant or person accused has the right to appeal the decision of the Town Administrator to the Board of Selectmen in writing within five (5) working days after the decision is formally made. The Board of Selectmen shall respond to the complainant in writing within ten (10) working days.

h. In serious cases, or in cases where harassment does not stop after warning, appropriate disciplinary sanctions shall be imposed as set out in the Personnel Plan Policies and Procedures. These disciplinary sanctions range from verbal warning to termination of employment.

i. If the conduct involves a violation of the law, the matter will immediately be reported to the appropriate authorities.

C. Retaliation

The Town of Millis encourages employees who find themselves to be in conflict to resolve their differences in an open, respectful and nonviolent manner without abusive behavior, either physical or verbal. Accordingly, individuals with information regarding the instances of harassment are encouraged to bring such information to the attention of appropriate personnel. Retaliation by an officer, employee or staff member of the Town against another, who in good faith makes or provides information regarding a claim of harassment, may in itself constitute harassment, and shall be dealt with accordingly.

ARTICLE 8. To see if the Town will vote to fix the compensation of elected officers, provide for a reserve fund and determine what sums of money the Town will raise and appropriate, including appropriations from available funds, to defray charges and expenses to the Town, including debt and interest, for the fiscal year ending June 30, 1996, or act in any manner relating thereto.

MOTION made by William Casey that the following sums of money be granted, transferred and appropriated for the several purposes hereinafter designated and that the sum be expended only for such purposes under the direction of the respective offices, boards and committees of the Town, as amended.

SELECTMEN

Operating Expenses	6,360
--------------------	-------

TOWN ADMINISTRATOR

Salary	53,015
Operating Expenses	1,200

FINANCE COMMITTEE

Clerical	3,721
Finance Report	1,800
Operating Expenses	550
Reserve Fund	40,000

ACCOUNTANT

Salary		23,231
Operating Expenses		935
ASSESSORS		
Clerical	30,035	
Clerical Overtime	1,438	
Longevity	525	
Operating Wages		31,998
Administrative Expense	900	
Map Updating	950	
Expenses	4,741	
Auto Reimbursement	150	
New Equipment	600	
Operating Expenses		7,341
TREASURER		
Salary	17,517	
Clerical	4,186	
Operating Wages		21,703
Banking Service	7,885	
Expenses	1,997	
Tax Title	7,500	
Note Certification	250	
Operating Expenses		17,632
TAX COLLECTOR		
Salary	7,500	
Clerical	9,958	
Wages from Fees	8,190	
Operating Wages		25,648
Operating Expenses		6,383
LEGAL SERVICES		
Services/Expenses		38,000
DATA PROCESSING		
Wages	38,961	
Overtime	412	
Longevity	450	

Operating Wages		39,823
Maintenance Expenses	15,615 4,330	

Operating Expenses		19,945
--------------------	--	--------

TOWN CLERK

Salary	4,051
Clerical	37,415
Longevity	725

Operating Wages		42,191
-----------------	--	--------

Operating Expenses		2,200
--------------------	--	-------

ELECTION OFFICERS

Clerical	280
Wages	4,720

Operating Wages		5,000
-----------------	--	-------

Operating Expenses		3,200
--------------------	--	-------

BOARD OF REGISTRARS

Operating Salaries		500
Operating Expenses		2,400

CONSERVATION COMMISSION

Clerical		2,400
Operating Expenses		1,465

PLANNING BOARD

Clerical		5,528
Administrative Expense	500	
Engineering Fees	10,000	
Expenses	3,260	

Operating Expenses		13,760
--------------------	--	--------

APPEAL BOARD

Salaries	500	
Clerical	3,889	
Operating Wages		4,389
Operating Expenses		1,547
TOWN OFFICE		
Department Head	33,743	
Clerical	19,347	
Clerical Overtime	415	
Longevity	825	
Operating Wages		54,330
Office Machine Contracts	1,965	
Expenses	7,670	
Auto Reimbursement	60	
Operating Expenses		9,695
INSURANCE		
General Insurance		111,255
TOWN REPORTS		
Printing		2,000
TOWN BUILDINGS		
Wages		13,580
Heat & Fuel	14,000	
Water & Sewer	2,110	
Electricity	18,000	
Maintenance	7,500	
Special Expenditures	1,700	
Memorial Sch Expense	2,000	
Operating Expenses (45,510)		49,510
MOTION made by William Casey that Line 36, Operating Expenses, be amended to read \$49,510, and it was VOTED.		

POLICE DEPARTMENT

Chief's Salary	55,669	
Clerical	9,131	
Regular Wages	434,555	
Overtime Wages	69,647	
Training Wages	13,748	
Sch Traffic Wages	22,162	
Longevity	5,775	
Lockup Keeper Wages	1,832	
Clothing/Cleaning	10,075	
Sch Traffic Clothing/C	1,140	
Operating Wages		623,734
Expenses	42,136	
Gasoline & Oil	12,720	
Operating Expenses		54,856
FIRE DEPARTMENT		
Chief's Salary	33,347	
Clerical	498	
Wages	64,302	
Stipends	13,329	
Operating Wages		111,476
Expenses	9,400	
Equipment & Hose	9,518	
Hazmat Truck/Millis Share	500	
Operating Expenses		19,418
AMBULANCE		
Wages	23,000	
Stipends	12,750	
Training Wages	4,200	
Operating Wages		39,950
Operating Expenses		4,800
POLICE/FIRE COMMUNICATIONS		
Regular Wages	108,827	
Overtime Wages	16,862	
Training Wages	2,121	
Longevity	1,225	
Operating Wages		129,035

Operating Expenses	4,100
--------------------	-------

BUILDING DEPARTMENT

Salaries	10,918
Clerical	11,055
Wages from Fees	26,000
Longevity	75

Operating Wages	48,048
-----------------	--------

Operating Expenses	1,050
--------------------	-------

SEALER OF WEIGHTS AND MEASURES

Salary	990
Expenses	665
Auto Reimbursement	110

Operating Expenses	775
--------------------	-----

ANIMAL CONTROL OFFICER/INSPECTOR

Salary	14,850
Operating Expenses	6,425

EMERGENCY MANAGEMENT COMMITTEE

Salaries	376
Operating Expenses	665

EDUCATION

Millis Public Schools (5,529,891)	5,700,891
-----------------------------------	-----------

Motion made by William Casey that
Line 53, Education-Millis Public Schools,
be amended to read \$5,700,891, and it was VOTED.

Tri-County Regional Technical Vocational School District	143,925
---	---------

DFW/GENERAL DIVISION

Clerical	15,127
Clerical Overtime	150
Wages	153,401

Overtime Wages	7,171	
Part-Time Wages	6,000	
Longevity	3,309	
Operating Wages		185,158
Utilities	21,800	
Hired Equipment	10,700	
Traffic Lines	5,000	
Expenses	60,842	
Administration Expense	9,600	
Snow & Ice Removal	50,000	
Gasoline & Oil	10,000	
Operating Expenses		167,942
DPW/SEWER DIVISION		
Stipends	1,040	
Clerical	15,123	
Clerical Overtime	502	
Regular Wages	31,963	
Overtime & Standby	9,125	
Longevity	742	
Part-Time Wages	1,995	
Operating Wages		60,490
Utilities	10,400	
Expenses	12,400	
Administration Expense	29,800	
Operating Expenses		52,600
CRPCD Operating/Assessment		195,590
DPW/WATER DIVISION		
Stipends	1,040	
Clerical	15,123	
Clerical Overtime	552	
Regular Wages	78,617	
Overtime & Standby	15,320	
Longevity	1,692	
Part-Time Wages	1,995	
Operating Wages		114,339
Utilities	51,500	
Expenses	75,500	
Administration Expense	44,700	
Operating Expenses		171,700

STREET LIGHTING

Street Lighting	56,500
Signals/ Electricity	2,500
Signals/Repair	1,500

Operating Expenses	60,500
--------------------	--------

TRANSFER STATION

Wages	26,253
Overtime Wages	1,500

Operating Wages	27,753
-----------------	--------

Hauling Contract	260
Tipping Fees	120,000
Expenses	25,900

Operating Expenses	146,160
--------------------	---------

BOARD OF HEALTH

Clerical	12,148
Nursing Wages	5,616

Operating Wages	17,764
-----------------	--------

Administration Expense	400
Contracts/Engineering	15,000
Mental Health	1,160
Expenses	3,919

Operating Expenses	20,479
--------------------	--------

COUNCIL ON AGING

Department Head	15,273
Outreach Worker	5,176
Clerical	3,744
Drivers	3,467

Operating Wages	27,660
-----------------	--------

Operating Expenses	5,038
--------------------	-------

VETERANS BENEFITS

Salaries	3,000
----------	-------

Operating Expenses	600
--------------------	-----

Veterans Benefits	4,000
-------------------	-------

MEMORIAL DAY

Expenses	800
----------	-----

LEGION HEADQUARTERS

Special Expenditures	1,000
----------------------	-------

PUBLIC LIBRARY

Department Head	36,348
Wages	48,673
Longevity	150

Operating Wages	85,171
-----------------	--------

Expenses	7,620
Books/Periodicals	21,597

Operating Expenses	29,217
--------------------	--------

RECREATION

Director	20,826
Longevity	250

Operating Wages	21,076
-----------------	--------

HISTORICAL COMMISSION

Repair/ Maintenance of Oak Grove Farmhouse	6,458
Expenses	142

Operating Expenses	6,600
--------------------	-------

DEBT & INTEREST

Maturing Debt	419,600
Interest on Debt	329,701
Temporary Interest	14,573
Temporary Loan	32,340
Sewer Maturing Debt	270,000
Sewer Interest on Debt	84,875

Water Maturing Debt	105,700
Water Interest on Debt	29,585
Water Temporary Loan	108,100
Water Temporary Interest	35,050

Combined Debt & Interest 1,429,524

EMPLOYEE BENEFITS

Health Insurance	338,600
County Pension Plan	345,387
Group Life Insurance	7,500
Medicare	37,400

Town Share/Employee Benefits 728,887

TRANSFERS (from available funds)

Cemetery Receipts	10,000
Water Receipts	523,884
Sewer Receipts	327,940
Ambulance Fund	44,750
Pension Surplus	5,000
FY95 County Pension Plan	15,000
FY95 General Insurance	45,000
FY95 Health Insurance	37,000
Free Cash	232,522

Transfer to reduce Operating Budgets 1,241,096

ARTICLE 9. To see if the Town will vote to rescind the vote on Article 45 of the 1990 annual town meeting which authorized the Board of Selectmen to seek proposals for the use of Millis Memorial School for town use and affordable housing, or act in any manner relating thereto.

VOTED to rescind the vote on Article 45 of the 1990 annual town meeting which authorized the Board of Selectmen to seek proposals for the use of Memorial School for town use and affordable housing.

ARTICLE 10. To see if the Town will vote to raise and appropriate a sum of money to be expended by the Board of Selectmen for the purpose of remodeling, reconstructing, or making extraordinary repairs to the Memorial School to provide for its use as a Community Center and Town Hall; including designer services related thereto, including the preparation of plans and specifications and the purchase of equipment and furnishings therefore, and to determine whether said sum shall be raised by borrowing as provided by M.G.L. Chapter 94, Section 7 or otherwise, and to authorize the Board of Selectmen to apply for and accept any available grant funds for this purpose, or act in any manner relating thereto.

By rising count, "YES" 307, "NO" 120, it was VOTED that the Town raise and appropriate a sum of money to be expended by the Board of Selectmen for the purpose of remodeling, reconstructing or making extraordinary repairs to the Memorial School to provide for its use as a Community Center and Town Hall; including designer services related thereto, including the preparation of plans and specifications and the purchase of equipment and furnishings therefore, and that the sum of \$2,156,000 be raised by borrowing as provided by M.G.L. Chapter 44, Section 7, or otherwise, and to authorize the Board of Selectmen to apply for and accept any available grant funds for this purpose.

ARTICLE 11. To see if the Town will vote to transfer control of Niagara Hall to the Board of Selectmen for the purpose of sale, lease or other disposition and to authorize the Board of Selectmen to sell, lease or dispose of, according to the provisions of M.G.L. Chapter 30B, Niagara Hall upon such terms and conditions as the Selectmen deem proper, or act in any manner relating thereto.

VOTED to transfer control of Niagara Hall to the Board of Selectmen for the purpose of sale, lease or other disposition and to authorize the Board of Selectmen to sell, lease or dispose of, according to the provisions of M.G.L. Chapter 30B, Niagara Hall upon such terms and conditions as the Selectmen deem proper.

ARTICLE 12. To see if the Town will vote to transfer control of the Lansing Millis Memorial Building (Town Hall) to the Board of Selectmen for the purpose of leasing and to authorize the Board of Selectmen to lease and/or maintain, according to the provisions of M.G.L. Chapter 30B, the Lansing Millis Memorial Building, otherwise known as Town Hall, upon such terms and conditions as the Selectmen deem proper, or act in any manner relating thereto.

VOTED to transfer control of the Lansing Millis Memorial Building (Town Hall) to the Selectmen for the purpose of leasing and to authorize the Board of Selectmen to lease and/or maintain, according to the provisions of M.G.L. Chapter 30B, the Lansing Millis Memorial Building, otherwise known as Town Hall upon such terms and conditions as the Selectmen deem proper.

ARTICLE 13. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for matching a grant from the Massachusetts Relief Program, said grant reimbursement to be credited to the Stabilization Fund upon payment from the Commonwealth, or act in any manner relating thereto.

UNANIMOUSLY VOTED that the Town appropriate and raise by transfer from the Stabilization Fund, the sum of \$6,564 to match a grant from the Massachusetts Relief Program, said grant reimbursement to be credited to the Stabilization Fund upon payment from the Commonwealth.

ARTICLE 14. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter

44, a sum of money for the updating of real and personal property values, as required by M.G.L. Chapter 59, Section 38, data collection and license fee for supporting software, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$8,000 for the updating of real and personal property values, as required by M.G.L. Chapter 59, Section 38, data collection and license fee for supporting software.

ARTICLE 15. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds, a sum of money to be used for Town Unemployment Compensation, or act in any manner relating thereto.

VOTED to dismiss Article 15.

ARTICLE 16. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds, a sum of money for an independent Audit of all municipal accounts of the Town, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$7,000 for an independent Audit of all municipal accounts of the Town.

ARTICLE 17. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds, a sum of money to provide for the continuation of the Senior Center and Hot Meals Program for the Senior Citizens of the Town of Millis, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$4,975 to provide for the continuation of the Senior Center and Hot Meals Program for the senior citizens of the Town of Millis.

ARTICLE 18. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money to be applied toward the purchase of a vehicle to be used by the Council on Aging, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$3,348 to be applied toward the purchase of a vehicle to be used by the Council On Aging.

ARTICLE 19. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money to purchase and equip one new Patrol Cruiser for the Police Department and authorize the Board of Selectmen to dispose of the old vehicle by trading against the purchase price of the new vehicle, by outright sale, by auction or otherwise, and that the proceeds generated by disposal of the old vehicle may be used for Town vehicle

maintenance or applied to the purchase price of the new vehicle, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$14,550 to purchase and equip one new patrol cruiser for the Police Department and authorize the Board of Selectmen to dispose of the old vehicle by trading against the purchase price of the new vehicle, by outright sale, by auction or otherwise, and that the proceeds generated by disposal of the old vehicle may be used for town vehicle maintenance or applied to the purchase price of the new vehicle.

ARTICLE 20. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for matching a grant for the purchase of computers and software for the Police Department, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$12,000 for matching a grant for the purchase of computers and software for the Police Department.

ARTICLE 21. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money to purchase Fire Department equipment, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$18,150 to purchase Fire Department equipment.

ARTICLE 22. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for Town Building improvements, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by transfer from the Ambulance fund the sum of \$1,500 for Town Building improvements.

ARTICLE 23. To see if the Town will vote to authorize the Board of Selectmen to accept as a gift permanent and temporary easements on parcels of land designated by Assessor's map and parcel numbers as follows:

Map 21 - Parcels 20, 50, 52, 49, 41, 42, 3, 8, 45, 7, 5, 33, 34, 37, 13, 26, 25, 14, 28, 29, 10, 18, 17, 16, 15;

Map 22 - Parcels 4, 5, 6, 7, 8, 9, 26, 13, 12, 23, 22, 21, 20, 19, 24, 18, 25, 17, 15, 16;

Map 23 - Parcels 90, 129, 89, 88, 87, 91, 127, 92, 93, 96, 99;

Map 31 - Parcels 6, 7, 8, 9, 10;

for highway improvements, or act in any manner relating thereto.

VOTED to authorize the Board of Selectmen to accept as a gift permanent and temporary easements on parcels of land designated by Assessors map

and parcel numbers as detailed in Article 23 of the 1995 Annual Town Meeting for highway purposes.

ARTICLE 24. To see if the Town will vote to authorize the Board of Selectmen to accept as a gift, purchase, or take by eminent domain permanent and temporary easements on parcels of land designated by Assessor's Map 46, Parcels 25 and 26, for highway improvements, or act in any manner relating thereto.

VOTED to authorize the Board of Selectmen to accept as a gift, purchase or take by eminent domain permanent and temporary easements on parcels of land designated by Assessors Map 46, Parcel 25 and 26 for highway improvements.

ARTICLE 25. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money to purchase Highway Department equipment, or act in any manner relating thereto.

MOTION made by Thomas Hatch, Finance Committee member, that Article 25 be dismissed.

VOTED to dismiss Article 25.

ARTICLE 26. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for Highway improvements, or act in any manner relating thereto.

MOTION made by Thomas Hatch that Article 26 be dismissed

VOTED to dismiss Article 26.

ARTICLE 27. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for the remediation of fuel storage tanks and appurtenances, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$45,000 for the remediation of fuel storage tanks and appurtenances.

ARTICLE 28. To see if the Town will vote to appropriate and raise by taxation or by transfer from available funds a sum of money to be used by the Board of Selectmen for the resurfacing and maintenance of town roads, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by transfer from the Chapter 90 account the sum of \$182,000 for the resurfacing and maintenance of town roads.

ARTICLE 29. To see if the Town will vote to appropriate and raise by

taxation, by transfer from available funds, by transfer from the Stabilization Fund or by borrowing under the provisions of M.G.L. Chapter 44 a sum of money to remediate and close the Island Road Sanitary Landfill, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$42,000 to remediate and close the Island Road Sanitary Landfill.

ARTICLE 30. To see if the Town will vote to authorize the Board of Selectmen to appoint the Sewer and Water Collector(s) and Registrar(s), funds therefor to be obtained from the Sewer and Water budgets, or act in any manner relating thereto.

VOTED to authorize the Board of Selectmen to appoint the Sewer and Water Collector(s) and Registrar(s), funds therefor to be obtained from the Sewer and Water budgets.

ARTICLE 31. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from water surplus, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for water system improvements, as recommended in the 1984 Water System Master Plan, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by transfer from water surplus the sum of \$100,000 for water system improvements as recommended in the 1984 Water System Master Plan.

ARTICLE 32. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from sewer surplus, by borrowing under the provisions of M.G.L. Chapter 44 or from the Massachusetts Water Pollution Abatement Trust a sum of money for improvements to the sewer system, or act in any manner relating thereto.

MOTION made by Robert Orsi, Finance Committee member, that the Town appropriate the sum of \$1,240,000 for improvements to the sewer system, including construction, engineering and appraisal services, said funds to be raised and designated as follows:

A. By borrowing, for sewer extension	\$1,080,000
B. By transfer from sewer surplus for sewer extension	280,000
By transfer from sewer surplus to implement and Infiltration/Inflow study	130,000
By transfer from sewer surplus to replace the pump station at Norfolk Road	250,000

Second MOTION made by Robert Orsi that the question be divided so that "A by borrowing" and "B by transfer" are acted separately, and it was UNANIMOUSLY VOTED.

"A". MOTION made by Robert Orsi that the Town vote to appropriate the sum of \$1,080,000 for improvements to the sewer system, including con-

struction, engineering and appraisal services, said funds to be raised by borrowing under the provisions of M.G.L. Chapter 44 or from the Massachusetts Water Pollution Abatement Trust, and it was **UNANIMOUSLY VOTED**.

"B". **MOTION** made by Robert Orsi that the Town appropriate the sum of \$660,000 for improvements to the sewer system, including construction, engineering and appraisal services, said funds to be raised and designated as follows:

by transfer from sewer surplus for sewer extension	\$280,000
by transfer from sewer surplus to implement an Infiltration/Inflow study	\$130,000
by transfer from sewer surplus to replace the pump station at Norfolk Road,	\$250,000

and it was **UNANIMOUSLY VOTED**.

ARTICLE 33. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds, a sum of money to establish a summer recreation program for physically and mentally handicapped children, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$2,000 to establish a summer recreation program for physically and mentally handicapped children.

ARTICLE 34. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for a matching grant for the purpose of energy improvements at the Middle/High School, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$29,016 for a matching grant for the purpose of energy improvements at the Middle/High School.

ARTICLE 35. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for the purchase of a school bus, or act in any manner relating thereto.

UNANIMOUSLY VOTED that the Town appropriate and raise by borrowing under the provisions of M.G.L. Chapter 44, the sum of \$60,000 for the purchase of a school bus.

ARTICLE 36. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for a matching grant to be spent on Educational Technology consistent with guidelines and funds issued by the Massachusetts Department of Education or other authorized state, federal or private source, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$25,000 for matching a grant to be spent on Educational Technology consistent with the guidelines and funds issued by the Massachusetts Department of Education or other authorized state, federal or private source.

ARTICLE 37. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter --, a sum of money to address the American Disabilities Act, Section 504., or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$25,000 to address Section 504 of the American Disabilities Act.

ARTICLE 38. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter --, a sum of money for the improvement or repair of school buildings, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$15,000 to be used for design services for the improvement or repair of the science laboratories at the Middle High School building.

ARTICLE 39. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter --, a sum of money for the improvement or replacement of school equipment, or act in any manner relating thereto.

MOTION made by John Northgraves, Finance Committee member, that Article 39 be dismissed.

VOTED to dismiss Article 39.

ARTICLE 40. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter --, a sum of money for the improvement or repair of the school grounds, or act in any manner relating thereto.

MOTION made by John Northgraves that Article 40 be dismissed.

VOTED to dismiss Article 40.

ARTICLE 41. To see if the Town will vote to support the initiative of the Millis Public Library to upgrade the membership in the Minuteman Library Network to "Affiliate Plus Cataloging" for FY96 and FY97 thence to "Full" membership in FY98, or act in any manner relating thereto.

VOTED that the Town support the initiative of the Millis Public Library to upgrade the membership in the Minuteman Library Network to "Affili-

ate Plus Cataloging" for FY96 and FY97 thence to "Full" membership in FY98.

ARTICLE 42. To see if the Town will vote, in accordance with the provisions of M.G.L. Chapter 41, Section 4A, to authorize the Board of Health to appoint any of its own members to any other Town office or position for the term provided by law, and fix the salaries of such office or position to which they are authorized by law to make appointments, or act in any manner relating thereto.

VOTED in accordance with the provisions of M.G.L. Chapter 41, Section 4A, to authorize the Board of Health to appoint any of its own members to any other Town office or position to which they are authorized by law to make appointments.

ARTICLE 43. To see if the Town will vote to appropriate and raise by borrowing a sum of money, not to exceed \$200,000 in total, for the purpose of remediating failing residential subsurface sewage disposal systems, underground fuel storage tanks and de-leading of dwellings with dangerous levels of lead, pursuant to M.G.L. Chapter 111, Section 127B1/2, said sums to be borrowed by bond issue or notes and to be repaid by recipients through the betterment procedure pursuant to M.G.L. Chapter 111, Section 127B1/2 and M.G.L. Chapter 80, or act in any manner relating thereto.

UNANIMOUSLY VOTED that the Town appropriate and raise by borrowing a sum of money, not to exceed \$200,000 in total, for the purpose of remediating failing residential subsurface sewage disposal systems, underground fuel storage tanks and de-leading of dwellings with dangerous levels of lead, pursuant to M.G.L. Chapter 111, Section 127 B 1/2, said sums to be borrowed by bond issue or notes and to be repaid by recipients through the betterment procedure pursuant to M.G.L. 111, Section 127B 1/2 and M.G.L. Chapter 80, or act in any manner relating thereto.

ARTICLE 44. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for the purpose of general improvements of Oak Grove Farm, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$3,000 for the purpose of general improvements of Oak Grove Farm.

ARTICLE 45. To see if the Town will vote, pursuant to M.G.L. Chapter 44, Section 53E1/2, to re-authorize the use of a revolving fund for the purpose of paying expenses of maintaining Oak Grove Farm, said fund to be credited with the receipts from users' fees and/or appropriation from Town under the authority of the Oak Grove Farm Commission, such expenditures not to exceed \$2,000, or act in any manner relating thereto.

VOTED that the Town, pursuant to M.G.L. Chapter 44, Section 53E1/2, to re-authorize the use of a revolving fund for the purpose of paying expenses of maintaining Oak Grove Farm, said fund to be credited with the receipts from users' fees and/or appropriation from the Town under

the authority of the Oak Grove Farm Commission, such expenditures not to exceed \$2,000.

ARTICLE 46. To see if the Town will vote pursuant to M.G.L. Chapter 44, Section 53E1/2, to re-authorize the use of a revolving fund for the purpose of paying the expenses of housing and caring for stray animals, said fund to be credited with the receipts from the operation of the Animal Control Department holding facility under the authority and direction of the Board of Selectmen, such expenditures not to exceed \$2000, or act in any manner relating thereto.

VOTED that the Town, pursuant to M.G.L. Chapter 44, Section 53E1/2, to re-authorize the use of a revolving fund for the purpose of paying the expenses of housing and caring for stray animals, said fund to be credited with the receipts from the operation of the Animal Control Department holding facility under the authority and direction of the Board of Selectmen, such expenditures not to exceed \$2,000.

ARTICLE 47. To see if the Town will vote to appropriate and raise by taxation, or by transfer from available funds, a sum of money and, pursuant to M.G.L., Chapter 44, Section 53E1/2, re-authorize use of a revolving fund for the purpose of paying the expenses of ambulance billing and collections, said funds to be credited with a portion of the ambulance receipts, such expenditures not to exceed \$10,000, or act in any manner relating thereto.

VOTED that the Town, pursuant to M.G.L. Chapter 44, Section 53E1/2, to re-authorize use of a revolving fund for the purpose of paying the expenses of ambulance billing and collections, said funds to be credited with a portion of the ambulance receipts under the authority and direction of the Board of Selectmen, such expenditures not to exceed \$10,000.

ARTICLE 48. To see if the Town will vote, pursuant to M.G.L., Chapter 44, Section 53E1/2, to re-authorize use of a revolving fund for the purpose of paying expenses of maintaining Town owned athletic fields, said fund to be credited with the receipts from users' fees under the authority and direction of the Board of Selectmen, such expenditures not to exceed \$1,000, or act in any manner relating thereto.

VOTED that the Town, pursuant to M.G.L. Chapter 44, Section 53E1/2, to re-authorize use of a revolving fund for the purpose of paying expenses of maintaining Town owned athletic fields, said fund to be credited with the receipts from the users' fees under the authority and direction of the Board of Selectmen, such expenditures not to exceed \$1,000.

ARTICLE 49. To see if the Town will vote, pursuant to M.G.L. Chapter 44, Section 53E1/2 to re-authorize the use of a revolving fund for the purpose of paying the expenses of responding to fire alarm malfunctions, said fund to be credited with the receipts from fire alarm system malfunction fines under the authority and direction of the Board of Selectmen, such expenditures not to exceed \$12,000, or act in any manner relating thereto.

VOTED that the Town, pursuant to M.G.L. Chapter 44, Section 53E1/2 to re-authorize the use of a revolving fund for the purpose of paying the expense of responding to fire alarm malfunctions, said fund to be credited with the receipts from fire alarm system malfunction fines under the authority and direction of the Board of Selectmen, such expenditures not to exceed \$12,000.

ARTICLE 50. To see if the Town will vote to name certain Memorial sites in honor of the several World War Two Veterans who lost their lives in that conflict, and to allow the Millis World War Two Veterans Committee, under the supervision of the Board of Selectmen, to cause these sites to be identified with plaques bearing the pertinent information regarding the deceased Veteran and his service; such sites to be so designated as follows:

The intersection of Union and Main Streets to be named the "Joseph Bayramshian Square";

The intersection of Curve and Union Streets to be named the "Joseph Tamuleviz Square";

The intersection of Union and Exchange Streets to be named the "Stanley B. Pollard, Jr. Square";

The intersection of Lavender and Exchange Streets to be named the "Allen & George Russell Square";

The intersection of Pleasant and Village Streets to be named the "Thomas M. & Ernest P. Clewes Square";

The intersection of Farm and Village Streets to be named the "Benjamin Veiner Square";

The intersection of Middlesex and Orchard Streets to be named the "Harold Hall Square";

The intersection of Plain and Village Streets to be named the "Vincent Yarush Square";

all costs for the creation of these squares to be born by the World War Two Veterans Committee, or act in any manner relating thereto.

VOTED that the Town do name certain Memorial sites in honor of the several World War Two veterans who lost their lives in that conflict, and to allow the Millis World War Two Veterans Committee, under the supervision of the Board of Selectmen, to cause these sites, as detailed in Article 50, to be identified with plaques bearing the pertinent information regarding the deceased Veteran and his service all costs for the creation of these squares to be born by the World War Two Veterans Committee.

ARTICLE 51. To see if the Town will vote to have the Moderator appoint a Committee which shall report to the next Annual Town Meeting on whatever matter or matters may be presented to it by Town officials through the Board of Selectmen prior to the next Annual Town Meeting, or act in any manner relating thereto.

VOTED that the Town have the Moderator appoint a Committee which shall report to the next Annual Town Meeting on whatever matter or matters may be presented to it by Town officials through the Board of Selectmen prior to the next Annual Town Meeting.

ARTICLE 52. To see if the Town will vote to accept the condition of a

grant from the Department of Environmental Protection (DEP) pursuant to 310 CMR 14.00 that requires moneys received as a grant from DEP for the repair and replacement of failed on-site sewage disposal systems and repaid to the Town as betterment assessments pursuant to M.G.L. Chapter 80, M.G.L. Chapter 111, Section 127B1 2 and 310 CMR 14.00 be re-appropriated for similar purposes or the Town shall be required to repay the Commonwealth all such moneys derived from the grant, or act in any manner relating thereto.

VOTED that the Town accept the conditions of a grant from the Department of Environmental Protection (DEP) pursuant to 310 CMR 14.00 that requires moneys received as a grant from DEP for the repair and replacement of failed on-site sewage disposal systems and repaid to the Town as betterment assessments pursuant to M.G.L. Chapter 80, M.G.L. Chapter 111 Section 127B 1/2 and 310 CMR 14.00 be re-appropriated for similar purposes or the Town shall be required to repay the Commonwealth all such moneys derived from the grant.

ARTICLE 53. To see if the Town will vote to authorize the Board of Selectmen to file legislation with the Massachusetts General Court concerning Chapter 129 of the Special Acts of 1918, An Act to Authorize the Town of Millis to construct a System of Sewerage, so as to modify the Act in several respects, including changing the Town's percentage share of the cost of a sewer system or extension and to modify the time allowed for payment of assessment, or act in any manner relating thereto.

VOTED that the Town authorize the Board of Selectmen to file legislation with the Massachusetts General Court concerning Chapter 129 of the Special Acts of 1918, an Act the Authorize the Town of Millis to construct a System of Sewerage, so as to modify the Act in several respects including changing the Town's percentage share of the cost of a sewer system or extension and to modify the time allowed for payment of assessment.

Voted to adjourn sine die at 10:35 p.m., the business of the Warrant being completed.

Roma L. Curran
Town Clerk

SPECIAL TOWN MEETING

September 26, 1995

ARTICLE 1. To see if the Town will vote to amend Article 1, Section 2., of the Millis General Bylaws by deleting the words "seven days" and inserting "fourteen days" in place thereof, or act in any manner relating thereto.

VOTED that the Town amend Article 1, Section 2., of the Millis General By-Laws by deleting the words "seven days" and inserting "fourteen days" in place thereof.

ARTICLE 2. To see if the Town will vote to raise and appropriate by taxation and available funds a sum of money to defray charges and expenses to the Town for fiscal year ending June 30, 1996, and to see if Article 8 of the May 1995 Annual Town Meeting, lines 21, 22, 37, 38, 53, 66 and 75, shall be amended thereby, or act in any manner relating thereto.

VOTED that the Town raise and appropriate by taxation the sum of 73,165 to defray charges and expenses to the Town for the fiscal year ending June 30, 1996, and that the Town amend Article 8 of the May 1995 Annual Town Meeting by adding the following amounts:

Line 21. Election Wages	300 for a total of 5,300
Line 22. Election Expenses	40 for a total of 3,240
Line 38. Police Expenses	2075 for a total of 56,931
Line 53. Millis Public Schools	70,000 for a total of 5,599,891
Line 75. Library Expenses	750 for a total of 29,967

ARTICLE 3. To see if the Town will rescind the vote taken on Article 38 of the May 1995 Annual Town Meeting and to see if the Town will vote to appropriate and raise by taxation, a sum of money for an architectural survey of recommended improvements to the Millis Public Schools and for handicap access improvements, or act in any manner relating thereto.

VOTED that the Town rescind the vote taken on Article 38 of the May 1995 Annual Town Meeting and appropriate and raise by taxation the sum of 40,000 for an architectural survey of recommended improvements to the Millis Public Schools for handicap access.

ARTICLE 4. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for the purposes of pedestrian and parking safety improvements to the Clyde Brown School/Park Road area, and to see if the Town will vote to authorize the Board of Selectmen to file legislation with the Massachusetts General Court to authorize the Town to utilize a portion of the Town Park land adjacent to the Memorial School, as shown on a plan drawn by McDonough and Scully, Inc. for sidewalk and vehicle parking, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, the sum of \$1,000 for the purposes of pedestrian and parking safety improvements to the Clyde Brown/Park Road area.

ARTICLE 5. To see if the Town will vote to adopt amendments to Schedule A - Classification Plan and Schedule B - Salary Plan, of the Town of Millis Personnel Plan, said amendments to be effective July 1, 1995, or act in any manner relating thereto.

VOTED that the Town adopt amendments to Schedule A Classification Plan and Schedule B Salary Plan of the Town of Millis Personnel Plan.

PERSONNEL PLAN
JULY 1, 1995

SCHEDULE A CLASSIFICATION PLAN

SCHEDULE B SALARY PLAN

Grade Level	Position	Hourly Rate/Steps				
		1	2	3	4	5
19	Asst. Director/DPW Fire Chief	18.98	19.57	20.54	21.43	22.07
18	Town Accountant	17.43	17.95	19.15	20.03	20.90
17	Adm. Asst. to Board of Selectmen	16.41	16.91	18.12	19.00	19.86
16	Building Inspector	stipend of \$3862/year plus 1/2 of permit fees collected up to \$30,000 annually				
15		14.47	15.19	15.93	16.64	17.39
	Ambulance Director	stipend of \$2207/year plus hourly rate for ambulance runs only				
	Dep. Fire Chief/Std. 1	stipend of \$883/year plus hourly rate				
	Dep. Fire Chief/Std. 2	stipend of \$883/year plus hourly rate				
14	Public Health Nurse	13.78	14.47	15.16	15.83	16.54
	Plumbing/Elec Insp.	stipend of \$2758/year plus 1/2 permit fees collected up to \$30,000				
	Wiring Inspector	stipend of \$2758/year plus 1/2 fees collected up to \$30,000				
13	Admin. Clerk/DPW Admin. Clerk/Town Clerk Office Computer Coordinator	13.14	13.78	14.42	15.10	15.76

	Fire Captain	stipend of \$551/year plus hourly rate				
12		12.49	13.12	13.76	14.36	15.00
	Fire Lieutenant	stipend of \$441/year plus hourly rate				
	Dep. Building Insp.	stipend of \$993/year plus 1/2 of permit fees collected when performing duties of Inspector up to \$30,000 annually				
11	Recreation Director Council on Aging Director	11.91	12.49	13.09	13.70	14.30
10	Admin. Clerk/Assessors	11.17	11.77	12.39	13.05	13.69
9	Childrens Librarian	10.98	11.51	12.07	12.62	13.17
	Dep. Plumbing/Gas Insp.	stipend of \$662/year plus 1/2 of permit fees collected when performing duties of Inspector up to \$30,000				
	Dep. Wiring Insp.	stipend of \$662/year plus 1/2 of permit fees collected when performing duties of Inspector up to \$30,000 annually				
8	Computer Operator Admin. Clerk/Health Sr. Lib. Asst. I Outreach/Geriatric Social Worker Firefighter	10.43	10.97	11.49	12.04	12.55
		stipend of \$331/year plus hourly rate				
7	Conservation Secretary DPW/Data Entry Clerk Finance Secretary Planning Board Secretary Selectmen/Sr Clerk Steno Town Clerk/Clerk Steno Zoning Board Secretary Building Dept/Sr Clerk Dispatcher/Part Time Animal Control Officer	9.50	9.96	10.43	10.93	11.39
6	Sr. Lib Asst II	8.63	9.05	9.51	9.92	10.35
5	Accountant/Sr Clerk Assessors/ Sr Clerk Collector/Sr Clerk DPW/Sr Clerk Elections/Sr Clerk Fire/Sr Clerk Police/Sr Clerk	7.83	8.21	8.63	9.00	9.40

Treasurer/Sr Clerk
 Recreation/Sr Clerk
 Senior Clerk
 Bldg. Maintenance/Repair Person

4	Library Assistant	7.04	7.38	7.78	8.11	8.33
---	-------------------	------	------	------	------	------

MOTION made by Margaret Fitzgerald to Amend the Personnel Plan under Schedule A Classification Plan to move the Library Assistant from Grade Level 4 to Grade Level 5.

The voice vote being in doubt, a standing count was taken. By rising count, "YES" 25 - "NO" 19, the Amended Motion was carried.

VOTED to adopt Article 5 as amended.

5	Recreation Helper	6.36	6.68	7.00	7.32	7.61
---	-------------------	------	------	------	------	------

APPOINTED SPECIALS

Position	Annual Stipend
Emergency Management Director(s)	402/year
Fire Steward/Station 1	270/year
Fire Steward/Station 2	159/year
Fire Alarm Superintendent	110/year
Forest Warden	110/year
Sealer/Weights and Measures	1,061/year
Sewer/Water Registrar	1,040/year
Sewer/Water Collector	1,040/year
Director Veteran Services	3,000/year
Election Worker/Census Taker	6.62/hour flat
Matron	11.54/hour flat
Lockup Keeper	11.54/hour flat
Permanent Intermittent Police Officer	11.54/hour flat
DPW Seasonal Worker	8.04/hour flat
Seasonal Engineering Co-Op Student	10.18/hour flat
Library Page 2	4.93/hour flat
Library Page 1	4.56/hour flat
Board of Registrars	500/year
Zoning Law Appeal Board	500/year

A flat rate of \$11.25 per hour will be paid to persons operating and/or manning the ambulance (24hr minimum per call), except police officers on duty, who will be paid their regular rate of pay.

Ambulance personnel who retain state certification as EMT's shall receive an annual stipend of \$250 a year, providing each responds to at least thirty calls during the fiscal year.

ARTICLE 6. To see if the Town will vote to appropriate and raise by taxation or transfer from available funds a sum of money for fiscal year 1996 salary and wage accounts, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of 69,000 for fiscal year 1996 salary and wage accounts.

ARTICLE 7. To see if the Town will vote to appropriate and raise by taxation or transfer from available funds a sum of money for fiscal 1996 salary and wage accounts for elected officials, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of 1,163 for increases to fiscal 1996 salary and wage accounts for elected officials as follows:

Treasurer Salary	701 for a total of 18,218
Collector Salary	300 for a total of 7,800
Town Clerk Salary	162 for a total of 4,213

ARTICLE 8. To see if the Town will vote to appropriate and raise by transfer from water surplus a sum of money to complete Massachusetts Department of Environmental Protection's required improvements to the Wells 3 and 4 corrosion control systems, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by transfer from water surplus of \$40,000 to complete Massachusetts Department of Environmental Protection's required improvements to the Wells 3 and 4 corrosion control systems.

ARTICLE 9. To see if the Town will vote to appropriate and raise by transfer from sewer surplus, by transfer from available funds, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money to design and construct a sewer main extension on Bow Street, or act in any manner relating thereto.

VOTED that the Town appropriate the sum of \$202,000 to design and construct a sewer main extension on Bow Street, said amount to be raised as follows:

by transfer from sewer surplus	10,000
by borrowing under the provisions of M.G.L. Chapter 44	192,000

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to accept as a gift, purchase, or take by eminent domain, permanent and temporary easements on parcels of land designated by Assessors' Map and Parcel numbers as follows:

Map 29 - Parcels 30, 29, 28, 102, 26 and 106
...for sewer improvements, or act in any manner relating thereto.

VOTED that the Town authorize the Board of Selectmen to accept as a gift, purchase, or take by eminent domain, permanent and temporary easements on parcels of land designated by Assessors's Map and Parcel numbers as follows:

Map 12-Parcels 30, 29, 28, 102, 26 and 106 for sewer improvements.

ARTICLE 11. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, or by transfer from the Stabilization Fund, a sum of money for the purpose of providing for a Senior Citizen Tax Relief Program for services rendered - program to be formulated and coordinated by the Council on Aging with other town departments and approved by the Board of Selectmen, or act in any manner relating thereto.

MOTION made by Hillary Nichols, Finance Committee member, that Article 11 be dismissed.

VOTED to dismiss Article 11.

ARTICLE 12. To see if the Town will vote to appropriate and raise by transfer from the Ambulance Fund a sum of money to purchase replacement beepers for the Emergency Medical Service, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by transfer from the Ambulance Fund the sum of 2,000 to purchase replacement beepers for the Emergency Medical Service.

ARTICLE 13. To see if the Town will vote to appropriate and raise by transfer from sewer surplus or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for the Farm Street/Flintlocke Acres sewer project, or act in any manner relating thereto.

MOTION made by Hillary Nichols that Article 13 be dismissed.

VOTED to dismiss Article 13.

ARTICLE 14. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money for drainage improvements to Farm Street to be constructed in conjunction with the Farm Street/Flintlocke Acres sewer project, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of 20,000 for drainage improvements to Farm Street to be constructed in conjunction with the Farm Street Flintlocke Acres sewer project.

ARTICLE 15. To see if the Town will vote to authorize an additional position of Library Assistant within the Library Department, said position to be funded through State Aid to Library Offsets, or act in any manner relating thereto.

VOTED that the Town authorize an additional position of Library Assistant within the Library Department, said position to be funded through State Aid to Library offsets.

ARTICLE 16. To see if the Town will vote to accept the provisions of M.G.L. Chapter 44, Section 53E, which will allow specified departmental receipts to be used in part or in aggregate to offset specific appropriations of said department's annual operating budget. Such receipts will be maintained in a separate fund prior to appropriation with any balance to revert to the General Fund, or act in any manner relating thereto.

MOTION made by Patricia Ouellette, Finance Committee member, that Article 16 be dismissed.

VOTED to dismiss Article 16.

ARTICLE 17. To see if the Town will vote to amend Section VII - Signs, paragraph E.2., of the Millis Zoning Bylaws by adding the following sentence at the end of paragraph 2.:

"Signs permitted under this section are limited to those of a non-profit nature and must be consistent with the objectives stated in Section VII, A."
...or act in any manner relating thereto.

The report of the Planning Board was read by the Moderator.

MOTION made by Robert Orsi, Finance Committee member, that Article 17 be dismissed.

VOTED to dismiss Article 17.

ARTICLE 18. To see if the Town will vote to amend Section XIII - Special Permit Conditions, of the Millis Zoning Bylaws by replacing the existing paragraph E.2. with the following:

"2. In all instances specified under Section V.E. and Table 1 - Use Regulations, a special permit from the Planning Board is required in any case where a commercial or industrial structure or development is to be erected or externally enlarged or any parking lot, loading area or driveway is to be constructed or changed. Site plan approval can only be granted after a public hearing has been held by the Planning Board as set forth in Section 11. of Chapter 40A of the Massachusetts General Laws. All development, construction, enlargement or reconfiguration shall be in conformity with a Site Plan bearing an endorsement or approval by the Planning Board."
... or act in any manner relating thereto.

The report of the Planning Board was read by the Moderator.

VOTED to amend Section XIII-Special Permit Conditions, of the Millis By-laws by replacing the existing paragraph E.2. with paragraph 2. as detailed in Article 18. of the September 26, 1995 special town meeting.

ARTICLE 19. To see if the Town will vote to amend the Millis Zoning Bylaws, Section XV - Groundwater Protection District, by deleting paragraph 5.a.(6.), or act in any manner relating thereto.

The report of the Planning Board was read by the Moderator.

VOTED that the Town amend the Millis Zoning Bylaws, Section XV-Groundwater Protection District, by deleting paragraph 5.a(6.).

ARTICLE 20. To see if the Town will vote to amend the Millis Zoning Bylaws, Section XV - Groundwater Protection District, by renumbering paragraph 5.a.(7.) to 5.a.(6.), or act in any manner relating thereto.

The report of the Planning Board was read by the Moderator.

VOTED that the Town amend the Millis Zoning Bylaws, Section XV-Groundwater Protection District, by numbering paragraph 5.2(7.) to 5.a (6.).

ARTICLE 21. To see if the Town will vote to accept the altered layout of Myrtle Street as shown in a plan by Paul N. Robinson Associates, dated September 8, 1975, a copy of which has been filed with the Town Clerk at least seven days prior to the date of this Town Meeting, and to see if the Town will authorize the Board of Selectmen to convey the land or abandon the easement designated as Parcel 1-R on said plan for such terms and conditions and for such consideration, which may be nominal consideration, as the Selectmen shall determine, and to see if the Town will vote to authorize the Board of Selectmen to acquire by purchase, gift or eminent domain taking the land parcel or easement, for highway and bridge replacement purposes on Myrtle Street, designated as Parcel 1-T on said plan, or act in any manner relating thereto.

VOTED that the Town accept the altered layout of Myrtle Street as shown in a plan by Paul N. Robinson Associates, dated September 8, 1975, a copy of which has been filed with the Town Clerk at least seven days prior to the date of this Town Meeting and that the Town authorize the Board of Selectmen to convey the land or abandon the easement designated as Parcel 1-R on said plan for such terms and conditions and for such consideration, which may be nominal consideration, as the Selectmen shall determine.

ARTICLE 22. To see if the Town will vote to appropriate and raise by taxation, by transfer from available funds, by transfer from the Stabilization Fund, or by borrowing under the provisions of M.G.L. Chapter 44, a sum of money to remediate a gasoline storage tank leak at the Department of Public Works garage, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of \$20,000 to remediate a gasoline storage tank leak at the Department of Public Works garage.

ARTICLE 23. To see if the Town will vote to raise and appropriate from taxation or by transfer from available funds, a sum of money to pay unpaid bills from previous fiscal years incurred by Town Departments, or act in any manner relating thereto.

VOTED that the Town appropriate and raise by taxation the sum of 3,679.40 to pay unpaid bills from previous fiscal years incurred by Town Department as follows:

AAA Police Supply	292.95
AMI Municipal Supply	35.00
Schultz Lubricants	248.05
Army & Navy Supply	59.40
Central Equipment	200.00
Crows II	500.00
Main Street Schell	88.40
Copi Limited Inc	115.44
Nynex	508.41
AT&T	93.16
Albert Baima	208.13
Davis Occupational	85.00
Natick Orthopedic	182.00
Natick Auto Sales	371.49
Accept Educ Collaborative	692.00

ARTICLE 24. To see if the Town will vote to raise and appropriate from taxation or by transfer from available funds, a sum of money to purchase or lease a truck for the Animal Control Department, or act in any manner relating thereto.

MOTION made by Thomas Hatch, Finance Committee member, that Article 24 be dismissed.

VOTED to dismiss Article 24.

VOTED to adjourn sine die at 9:16 p.m., the business of the Warrant being completed.

Roma L. Curran
Town Clerk

BIRTHS RECORDED IN MILLIS 1994

NOV 25 AVERY REMA FRESS
 NOV 25 BAILEY MOYLAN TANSNEY
 DEC 13 JOSEPH THOMAS VITALE

PETER J. & KAREN T. GUARNERI
 TERRENCE J & DEBRA M. PETTIS
 THOMAS W. & DEBORAH M. REED

BIRTHS RECORDED IN MILLIS 1995

JAN 5 JOHN HENRY MINAGHAN
 JAN 5 KRISTOPHER PAUL HAYES HAYWARD
 JAN 6 MICHAEL RAYMOND ELLERIDGE
 JAN 6 AIDAN TIMOTHY HANLEY
 JAN 10 RYAN JOHN COLLOPY
 JAN 10 MICHAEL JAMES DELAPENTA
 JAN 11 MADELEINE MICHELLE MATTHIES
 JAN 16 VANESSA CHRISTINE FRIER
 JAN 17 CHRISTOPHER PAUL SANBORN
 JAN 24 KATLEE AMANDA LAKLAND
 JAN 25 JAMES HENRY BEAUREGARD
 JAN 27 ANDREW HAMISH ALLEN
 JAN 27 JAMES MICHAEL GONDE
 JAN 29 ANDREW JOHN BRARLEY

PETER M. & LIZABETH HOLDEN
 KEVIN P. & KRISTIN J. HAYWARD
 RAYMOND JR. & CHARLOTTE SPINTIG
 NIAL G. & JANET KEANE
 STEPHEN J. & NANCY MAHONEY
 MICHAEL P. & TERESA J. MACDONALD
 ERIC C. & JANET CAVANAUGH
 ROBERT S. & JANINE C. SAITTA
 SCOT A. & GEORGIA A. FISHER
 DAVE B. & AMY L. JUDSON
 JAMES P. & KAREN MCNALLY
 BRYAN K. & SARAH T. HYSLOP
 PAUL J. & TONI R. MCDONOUGH
 ALAN S. & MARYBETH SULLIVAN

FEB 4 BRIDGET ELIZABETH NOLAN
 FEB 6 MEGAN BEATRICE LIOTTA
 FEB 7 GRAYHAM JOSEPH ROMAN
 FEB 11 OULIN JOSEPH MOITY
 FEB 13 MICHAEL ANDREW YOUNISS
 FEB 14 MATTHEW STOVER LAMPSON
 FEB 16 MEGAN BARBARA ATTEN
 FEB 16 RYAN THOMAS MOELLAN
 FEB 20 STEVEN RICHARD LUPPINO
 FEB 20 NATHAN DANNY MACPHERSON
 FEB 23 HEATHER MARIE FELONI

BRENDAN K. & SUSAN K. COSTELLO
 SALVATORE & JANE M. MCQUILLAN
 JAMES A. & KATRINA SULLIVAN
 JOSEPH B. & APRIL A. TOWNSEND
 ANDREW J. & MARIANN ARRIGHI
 ROBERT C. & ALYSON B. STOVER
 JOHN F. & JENNIFER SMALSTIG
 THOMAS K. & LEE-ANN BAKER
 RICHARD S. & SANDRA J. PRATT
 PATRICK J. & ALLENA J. NORLEY
 ROBERT J. & SHEILA M. O'NEIL

MAR 1 GRIFFIN JOHN DULPITTS
 MAR 1 STAVROULA SOPHIA KALIVAS
 MAR 3 AUSTIN MATTHEW POST
 MAR 3 ZACHARY PAUL ZONFRELLI
 MAR 6 KENTALL LEIGH THOMAS
 MAR 8 NICHOLAS BRIAN QUINN
 MAR 11 ROBERT BERNARD PETRIE
 MAR 21 JIMMY ANTHONY HAMPTMAN
 MAR 25 SARAH ISRAEL PRIDDY
 MAR 31 KRISTIN ELIZABETH LEVIE
 MAR 31 CAMERON DAVID WHITNEY STOREY

CRAIG S. & CAROL ANN KENNELLY
 THOMAS & SOPHIA LAPAS
 LAWRENCE M. & RHONDA I. RUBIN
 PAUL F. & LISA M. SAITTA
 DOUGLAS A. & ROBIN L. JUDSON
 BRIAN F. & ELLEN CORBETT
 GARY S. & CATHERINE J. BURKE
 RICHARD A. & ELIZABETH METAYER
 ROBERT C. & BETH N. FENSTERHEIM
 DOUGLAS J. & NANCY E. MORAN
 CHRISTOPHER D. & NANCY C. GHANNAM

APR 1 TYLER WILLIAM ANGEL
 APR 7 LISA TOWNSEND GIOVANELLA

WILLIAM L. & BETH A. WATSON
 BRUCE & CHARLOTTE MARSHALL

APR. 13 MICHAEL VINCENT SANTOSTEFANO
 APR. 15 ILIA PHILIP KNIGHT
 APR. 20 WILLIAM BETTS HEFFERNAN
 APR. 22 DAVID JAMES MACDONALD
 APR. 27 EMILY JEANETTE MUNGER
 APR. 29 THOMAS JEFFREY BARRETT, JR

MAY 3 APRIL ROSE O'CONNELL
 MAY 3 KRISTINA HOPE O'CONNELL
 MAY 9 ZACHARY MICHAEL MALTINSKY
 MAY 13 STEPHEN CHRISTOPHER ENOS
 MAY 16 PAUL ANDREW ARCIDIACONO
 MAY 19 JAMIE ARTHUR BREED
 MAY 24 MARIA CLAIRE SCHWARTZ
 MAY 25 PATRICK JOSEPH MURPHY
 MAY 31 FRANK MICHAEL MALZONE JR
 MAY 31 ALEXANDER JOSEPH SANOK

JUN. 1 BRIAN MICHAEL WALSH
 JUN. 1 JOSEPH DOUGLAS SMITH
 JUN. 7 KEVIN J. GIALONARDO
 JUN. 7 MICHAEL ROBERT LAPORTE
 JUN. 9 KATHERINE ALDA D'ANTHONY
 JUN. 10 ANTHONY GARY PORZIO
 JUN. 19 JOSEPH THOMAS OLDHAM
 JUN. 20 GREGORY BONN MULLIN
 JUN. 20 OWEN MICHAEL PERLOWSKI
 JUN. 21 DANIELLE LEE BURGESS
 JUN. 27 PAUL RICHARD CURTIN
 JUN. 30 SEAN LAWRENCE DONOVAN

JUL. 12 PAUL STEFAN GUARINO
 JUL. 13 KELSEY ELIZABETH LEWIS
 JUL. 15 AMANDA ANNE JENKS
 JUL. 15 ZACHARY MAIN
 JUL. 17 AUDREY ELIZABETH CATALANO
 JUL. 18 MEAGAN SHANNON SUSAN MCCORMACK
 JUL. 23 CELINA BETH COLLINS
 JUL. 25 CAYLEY ELIZABETH MOYNIHAN
 JUL. 29 STEVEN ROBERT CARLETON
 JUL. 30 JENNIFER LIN MONROE

AUG. 5 ERIC JEFFREY BEACH
 AUG. 6 DOMINIC WILLIAM RIZZO
 AUG. 11 KEITH PATRICK KUCHRAWY
 AUG. 16 COLLEEN ANN FAGAN
 AUG. 23 CHRISTOPHER THOMAS CARLISLE
 AUG. 24 ALEXANDRA MARY FALLON
 AUG. 27 CHRISTIANA ELISABETH C. BENOIT
 AUG. 30 MATTHEW PATRICK FIFE

SEP. 4 CHRISTOPHER JOHN IHLEFELD

VINCENT M. & ANN MARIE KEANE
 DEREK B. & CHRISTINA ARVANITIS
 MICHAEL II & LESLIE POOLEY
 TERRANCE SR. & LISA M. WHITLEY
 ROBERT A. & LISA A. ZULLO
 THOMAS J. & KERRI A. SUGRUE

MARK E. & KATHERINE M. AHERN
 MARK E. & KATHERINE M. AHERN
 NATHAN & CHRISTINE POGODZINSKI
 PAUL M. & GAY M. MOSCARITOLO
 STEVEN M. & CHRISTINE RIENDEAU
 ARTHUR J. & JILL F. FRASCA
 MATTHEW C. & JOAN QUACKENBUSH
 JOSEPH L. & JUNE ANDERSON
 FRANK M. & NANCY M. TUOHY
 MICHAEL J. & ANN P. HAGEARTY

MICHAEL E. & LAURA J. FLANAGAN
 WARREN A. & THERESA J. CHISHOLM
 JOHN R. & KIM M. JOHNSON
 MICHAEL J. & CORINNE M. FOSTER
 DAVID A. & FAYE M. CLOYESKE
 GARY L. & STEPHANIE M. KOSH
 ROBERT M. & KELLY A. MAGUIRE
 JOHN D. & THERESA M. BONN
 JOHN M. & PAULA DIGGINS
 ROBERT W. & DAWNA A. TATELBAUM
 RICHARD & MARIA T. MARTEL
 ROBERT W. & MICHELE M. MILLS

FREDERIC F. & VERONIQUE C. COLE
 BRIAN E. & LINDA J. MCLELLAN
 ROBERT A. & DONNA M. CONCILIO
 STEPHEN H. & CATHERINE MATARAZZO
 ANTHONY P. & PATRICIA A. MORGAN
 TIMOTHY P. & MELANIE A. PEMBER
 DAVID B. & CINDY A. KIMBALL
 MICHAEL J. & PATRICK GUNNERY
 ROBERT M. & DONNA M. BUROKAS
 ALEXANDER R. & JOANNE PICKUP

JEFFREY R. & COLLEEN E. SULLIVAN
 CHARLES T. & THERESA E. BROWN
 DAVID A. & DONNA J. HART
 CHARLES B. & AIMEE M. MULVEY
 DONALD S. & KATHLEEN T. BAILEY
 PAUL C. & SUSAN MEZZIO
 PAUL E. & CECILIA E. BRZNKHAUS
 RICHARD A. & MARIE L. LEEBER

KEVIN J. & ELLEN SULLIVAN

SEP. 13 ZOE BEA PUGLIESE
 SEP. 14 KENDALL ELINORE HYYTI
 SEP. 15 CASEY LEE GANSHIRT
 SEP. 19 KILEY JEAN NELSON
 SEP. 24 TAYLOR JOHN SACK
 SEP. 24 KASEY ELIZABETH HOOPER
 SEP. 26 MEGAN ANN LUCE
 SEP. 28 ELI JOSEPH DUGDALE

OCT. 5 JESSICA LYNN BROWN
 OCT. 6 MICHAEL ANTHONY TOMAINO
 OCT. 10 CARLY MARIE HILTON
 OCT. 12 JUSTIN DANIEL KAPLAN
 OCT. 16 CHRISTIAN ANGELO PICARDI
 OCT. 17 MAX AIDEN COLLEY
 OCT. 18 BENJAMIN MICHAEL SKELLY
 OCT. 22 SIRI SHAM SUNDER S. KHALSA
 OCT. 24 CASSIDY AUTUMN GLYNN
 OCT. 25 JAKE THOMAS LAPLANTE

NOV. 5 JULIANNE FOSTER STONE
 NOV. 7 CARLY ELAYNE FIFE
 NOV. 16 PETER PAUL MCDONAGH III
 NOV. 17 NICHOLAS WILLIAM DARBY
 NOV. 20 JACK SCOTT DONAHUE
 NOV. 20 ZACHARY NATHANIEL GOLDEN
 NOV. 20 SARAH CYNTHIA CROTHERS
 NOV. 21 PATRICK HENRY ENGDAHL
 NOV. 23 KYLE DEVENNEY MCGANDY
 NOV. 28 MELANIE ELIZABETH DESOUZA
 NOV. 28 SEAN EVERETT HEFFERNAN
 NOV. 29 ERIN NICOLE LUCEY

DEC. 2 SEAN ADAM LABARGE
 DEC. 4 JOHN ALBERT GUERRERO
 DEC. 7 GRIFFIN JOSEPH SISK
 DEC. 8 KATHLEEN ANNE SCANLAN
 DEC. 9 KYLEE MARIE RAMSEY
 DEC. 9 FRANCESCA MARIA WILLIAMS
 DEC. 13 CONNOR KERRY MACLEOD-BAIRD
 DEC. 13 NATHANIEL ADAM STOCKBRIDGE
 DEC. 14 JANISHA JEAN KUBACKI
 DEC. 14 JAMES JOSEPH SUNDIN, JR
 DEC. 22 DEVON KARA FOLEY
 DEC. 22 TRAVIS DILLON MATTSON
 DEC. 22 BRYCE KENDALL MATTSON
 DEC. 23 JENNA SHEA FRASCA
 DEC. 28 LINDSAY ANNE HASSARD
 DEC. 31 CONNOR DEREK RICHARD

STEPHEN P. & MARY E. CHENEY
 DENNIS .F & CAROLANN HAZELTON
 KARL J. & KATHLEEN M. ROGERS
 GEORGE JR. & EILEEN M. MCMANUS
 RICHARD C. & STACY A. GRIMES
 GEOFFREY D. & WENDY J. BEDARD
 TIMOTHY J. & DONNA LOCHIATTO
 RICHARD M. & NAOMI WOLFF

MICHAEL E. & LAURA A. SWEENEY
 ANTHONY J. & CHRISTINE M. FICK
 STEPHEN H. & SHAWN M. BROMLEY
 DANIEL M. & MARIELAINA REGAN
 MARC A. & PRISCILLA W. WALSH
 THOMAS W. & LYNN A. BOUCHER
 KEVIN M. & CAROLYN KIRK
 HARI NARAYAN & GURU HANS KHALSA
 MICHAEL D.T. & DEBORAH A. PRATT
 ROBERT F. & CHRISTINE M. SCOBIE

DANIEL C. & SUSAN A. FOSTER
 THOMAS J. & LINDA E. HOPKINS
 PETER P. & CLARE L. CONNELLY
 WALTER W. & PATRICIA M. BURKIS
 SCOTT A. & JENNIFER E. EGAN
 PAUL J. & SHERRICE A. DERICK
 KEVIN F. & WENDY A. BLACKMAN
 JOHN E. & DEBORAH A. LONGLEY
 CHARLES W. & KATARA C. MYERS
 BRYAN L. & LAURA J. CAMPANIS
 JAMES J. & DEBRA A. CORCORAN
 DANIEL J. & CHRISTINE A. LANGEVIN

ERNEST P. & SANDRA J. WINGET
 HERNAN A. & HEATHER M. BUCHANAN
 BRIAN P. & FELICIA FALLON
 THOMAS J. & THERESA M. DIMARINO
 MICHAEL E. & KAREN M. GHIONI
 DONALD P. & ROSANNE CASTANO
 DOUGLAS C. & LAURA J. FLUECKIGER
 JOHN H. & DEBORAH L. SITOMER
 JOHN JR. & JEANNE M. REVELL
 JAMES J. & KAREN M. PHINNEY
 KEVIN R. & MICHELE L. BOCK
 ROBERT W. & MARY E. KENDALL
 ROBERT W. & MARY E. KENDALL
 STEVEN J. & KELLEY A. BISCH
 DUSTIN R. & ALLISON J. KREBS
 DEREK M. & VICTORIA A. PROTZE

MARRIAGES RECORDED IN MILLIS 1995

JAN. 7	JOSHUA B. BLAKE	LAURA L. BOLIO
FEB. 25	GARY L. HAWKINS	THERESE C. GEOGHEGAN
FEB. 25	BRIAN J. LELIEVRE	BERNICE B. CONTI
MAR. 4	SCOTT A. TARDANICO	CHRISTINE D. COFFEY
APR. 8	MICHAEL E. ROUSSEAU	PATRICIA A. SULLIVAN
APR. 22	JEFFREY ALVES	DENISE M. WAGNER
APR. 23	PATRICK J. SCALA	DONNA A. HAMMERLE
APR. 28	DAVID C. DENNETT	TINA M. SPATARO
APR. 29	MICHAEL R. GAGNE	DIANE M. TWOMBLY
MAY 5	ROBERT J. FRESH	AMANDA H. BIGELOW
MAY 6	BENJAMIN T. BORDEN	ADRIENNE M. IORIO
MAY 6	ROBERT D. HARRIS, JR	LANIS L. BOUFFARD
MAY 13	JOHN P. DRISCOLL	PATRICIA H. KILMARTIN
MAY 13	JOHN J. HOURIGAN III	DONNA C. HANEY
MAY 17	JOHN A. CROWLEY, JR.	LISA M. HOUGHTON
MAY 21	JONATHAN B. WINE	GILLIAN KILBRIDE
MAY 27	ANDREW M. NOWELL	BETH ANNE WESTWATER
MAY 28	MARK A. AVERY	AMY S. TAYLOR
JUN 10	FRED MOSCONE	KRISSA N. HOLMGREN
JUN 10	JAMIE C. MILLER	JENNIFER O. KERNS
JUN 10	PHILIP R. HULBIG	LAURENE M. MOLLOY
JUN 24	ROBBY J. KAGARISE	JULIA A. WORTH
JUL 1	ADRIEN H. ROCK	NINA LEARY BOWDERS
JUL 8	DAVID E. MORESHEAD	JANET M. ROCHE
JUL 22	RICHARD L. MORAN	STACEY M. STRAUSS
AUG. 5	WILLIE WIGGINS, JR.	BRENDA M. STEWART
AUG. 19	MICHAEL G. KOSINSKI	ROBYN E. WORKS
AUG. 20	KENT I. FRIDAY	SUSAN M. KLEIN
AUG. 26	KENNETH HURWITZ	CATHERINE C. DEWAR
SEP. 5	TAPIO O. VAHAMAKI	CHERYL J. COOK
SEP. 8	JEFFREY A. GATTO	JOYCE M. CHAGNON
SEP. 9	JORGE SNELL	ELAINE M. FICCARDI
SEP. 16	ROBERT M. FOGARTY	KRISTEN R. BELYEA
SEP. 16	SHAWN C. HILL	KERRI LYNN FRESH
SEP. 23	JAY R. MURRAY	JENNIFER M. MCCOY
SEP. 23	TIMOTHY J. BERRYMAN	DEBRA ANN SHEA
SEP. 23	DAVID S. MCCOLL	ELIZABETH A. FORTIN
SEP. 30	ROB J. BUCKLER	BETH A. RIDGE
OCT. 1	STEPHEN A. MCALEAR	JOAN C. IVALDI

OCT. 7 FRANCIS P. PERRONE, JR.
 OCT. 7 ROBERT MARAGGIO
 OCT. 7 RICHARD M. SHEARNS
 OCT. 7 JAMES H. LAHAISE
 OCT. 14 ERIK N. BARRETT
 OCT. 15 GARY A. GUCCIONE
 OCT. 21 THOMAS E. KEUNE II
 OCT. 21 MICHAEL D. WALSH
 OCT. 22 WILLIAM J. WALSH JR

 NOV. 4 TIMOTHY W. MARTIN
 NOV. 5 JOSEPH J.M. HENNINGSEN
 NOV. 12 ROBERT P. BENSON
 NOV. 18 BARRY E. JOHNSON
 NOV. 23 GORDON L. RUSSELL

 DEC. 29 JACOB B. GILBERT

JUDY A. YOUNG
 HOLLY A. BENNETT
 DENISE S. RICHARD
 KRISTI M. COSTA
 CHRISTINA M. ARMY
 LAURA A. POWER
 CATHY J. CARVALHO
 DIANA C. JOHNSON
 SUZANNE M. SMITH

 ALISON B. NEARIS
 JOANNE K. ROSELLI
 DANIELLE C. DICARLO
 JEAN M. KEOUGH
 MICHELLE M. FERLO

 DIANA M. BUZZELL

DEATHS RECORDED IN MILLIS 1995

JAN. 8	ESTHER C. MONAGHAN	16 PLEASANT PARK	90
JAN. 12	FRANCIS P. KEANEY	420 VILLAGE STREET	56
JAN. 16	HELEN M. MCCAFFREY	34 VILLAGE STREET	84
JAN. 21	WARREN B. MACINNES	131 VILLAGE STREET	68
FEB. 16	EVA L. TUCKER	376 VILLAGE STREET	93
FEB. 24	HELEN M. HAMMOND	698 MAIN STREET	83
FEB. 24	MARILYN B. NOLAN	702 MAIN STREET	41
MAR. 20	RUTH A. SMITH	71 UNION STREET	78
MAR. 21	MARGARET C. SMITH	94 VAN KLEECK ROAD	88
APR. 3	CHARLOTTE STEINBERG	388 VILLAGE STREET	75
APR. 7	RAYMOND R. THIBODEAU, JR	47 IRVING STREET	44
MAY 15	ARTHUR J. HENDERSON	22 HILLTOP DRIVE	68
JUN. 2	PATRICK J. CONTE	255 ORCHARD STREET	80
JUN. 7	JUNIOR W. RAY	39 STONEY BROOK DRIVE	70
JUN. 15	MARY SANTOS	9 PLEASANT STREET	93
JUN. 22	EVANGELINE CAPRARELLA	3 MAPLE AVENUE	63
JUN. 25	LIDIJA A. TRENCIS	411 UNION STREET	89
JUL. 20	JOHN J. WALSH	411 UNION STREET	75
JUL. 23	CATHERINE M. PAUL	22 HEMLOCK CIRCLE	98
JUL. 25	WALTER H. SAVAGE	236 PLEASANT STREET	73
AUG. 13	FLORENCE M. CALDWELL	16 PARNELL STREET	94
AUG. 17	MYRTLE A. SWANBECK	4 BOW STREET	89
AUG. 28	ROBERT L. YOKES	170 VILLAGE STREET	74
AUG. 31	MARY L. DUKELOW	260 PLAIN STREET	87
SEP. 19	ANNA MCALLISTER	411 UNION STREET	86
SEP. 25	ANNE M. GIBSON	71 UNION STREET	69
SEP. 26	BRIDGET E. CASSIDY	101 SPRING STREET	85
OCT. 11	NICHOLAS C. DIAMANDIS	119 ORCHARD STREET	46
OCT. 21	JEAN A. MANNING	49 HILLTOP DRIVE	61
OCT. 29	PAUL E. MCCARTHY	36 STONEY BROOK DRIVE	72
OCT. 30	KEVIN D. FORTIER	81 VAN KLEECK ROAD	36
NOV. 3	FRANCES H. BATES	411 UNION STREET	84
NOV. 9	VIRGINIA K. WHITE	60 VAN KLEECK ROAD	52
NOV. 15	HAROLD R. HOWE	202 PLEASANT STREET	54
NOV. 21	ANNE OWENS	324 UNION STREET	75
NOV. 26	ARTHUR T. HURLEY, JR	11 COTTAGE AVENUE	71
NOV. 28	WITOLD B. ZEBROWSKI	86 UNION STREET	54
DEC. 12	GEORGE F. BRIGHT	413 UNION STREET	73
DEC. 14	JANET TABARANI	15 STONEY BROOK DRIVE	60
DEC. 21	JOHN F. O'ROURKE	244 ORCHARD STREET	82

MILLIS BOARD OF SELECTMEN



Meriel N. Hardin

Gary J. Ouellette

James J. McCaffrey

The Board of Selectmen appoints Robert Volpicelli as Millis' first full-time Fire Chief effective October 1, 1995

Photo Credit: J. Kiely, Millis Suburban Press

REPORT OF THE BOARD OF SELECTMEN

During 1995 the Board of Selectmen spent a great deal of time on several major projects and initiatives while addressing the on-going administration of the Town's business. We also made important strides in promoting the involvement of our citizens in Town affairs while improving our regular communication of the continuing activities of Town government.

Communication: We have continued our commitment to inform and involve our citizens in the workings of our Town. In an era when many feel alienated from government, our Board has tried to remind people through communication and outreach that the Town Government is run by people who live in the Town and who are directly affected by the outcome of the decisions made. Town Government is literally run by your neighbors. We continue to encourage everyone in Town to attend our meetings and voice their opinions.

In addition to holding hearings and meetings to gain input and encourage citizen involvement, the Board greatly expanded its use of Millis Cable TV to inform everyone of its activities. The Selectmen's News Digest continued during 1995 and we have now produced and broadcast nearly a dozen of these programs. In addition, during 1995, we resumed the practice of live broadcasts of regular Selectmen's meetings. We also arranged for broadcast of special hearings including the Memorial School project hearing in January. These broadcasts have provided an important communication link to all citizens and they supplement the information available through the newspapers which cover Town affairs.

Memorial School: The Memorial School renovation is a critical project which continued in 1995 and will demand our attention throughout 1996. The Board worked to develop a plan for the conversion of this building into a community center and Town Hall and held numerous education sessions to present the building plans and financing arrangements to the citizens. In May, Millis voters approved a debt exemption ballot question and the Town Meeting appropriated the funds for the project. The detailed design phase then began with the selection of the architect, more discussions on space allocation and work on the architectural plans. We even began the process of cleaning out the building by declaring the old school equipment to be surplus and inviting Millis citizens to take what they wanted for their own use. The Board wishes to thank the Millis Lions Club for their support in this effort. As the year ended, the Permanent Building Committee continued to work with the architect on comprehensive building specifications. Our Permanent Building Committee made up of Wayne Klocko, Ann Mertz, Geraldine Conley, Norm Fournier and John Nash has earned our admiration and thanks for their professionalism and complete commitment to a successful project. We also extend our thanks to Ralph Geyer and Sami Kassis for their service on the Committee. As part of the Memorial School planning process we reconstituted the Millis Youth Commission. This group will be housed in the new Community Center and will organize and supervise our programs for the young people of Millis.

Employee Relations: After several years of retroactive agreements, the Town was able to reach two-year collective bargaining contracts with all of its unionized employees. These agreements included wage settlements and new health insurance arrangements which essentially move all employees into a managed care environment. Fulfilling its commitment under these contracts, the Board presented articles to the Special Town Meeting in September to fund these

agreements and approval was gained. In addition, after a petition from its members, the General Government Association was decertified as a bargaining unit with its former members moving to coverage under the Personnel Plan.

Fire Department: After the Regular Town Meeting created the position of full time Fire Chief, the Board approved the Town Administrator's appointment of Robert Volpicelli as our first full time Chief. Chief Volpicelli had been serving in the part-time capacity for twenty-one years and the Board enthusiastically supported his new appointment. The Chief also approached his retirement date at year end and worked on the committee appointed by the Board to recommend a process for selecting a new Chief. This committee, which also included former Selectman Gregg Guinta and Town Administrator Charles Aspinwall, developed a recommendation for a selection process which began to move forward as the year ended. In December, the Board approved the appointment of Robert Healy to serve as the Millis Fire Chief until the new full time Chief is selected.

During November, the Board members attended the dinner honoring Bob Volpicelli who retired from the Fire Department and the DPW after forty years of service to the Town. The evening was a wonderful way for us to express our gratitude to Chief Volpicelli for his leadership and contribution to our Town. We wish him and his wife Pat a long and happy retirement.

Police Department: The Town continued to be well served by the Police Department. Enhanced 911 service became fully operational and traffic control continued as a high priority for the Department. Chief Al Baima and our officers continued their efforts to respond to the Town's needs with limited resources. We, along with members of the Department, were greatly saddened by the untimely death of Officer Kevin Fortier who also served as our D.A.R.E. officer. His contribution to the Town, and especially its school children, is greatly missed. We also want to extend our thanks to Sergeant Frank Newell who retired from the Police Department in December. We wish him the best in his retirement years.

Public Works: The Department faced another very difficult year in snow removal with December of 1995 being a very tough month. This puts a tremendous strain on our DPW employees as well as our equipment in general. The DPW continued its efforts to complete and supervise general road repairs and road maintenance throughout the Town and worked on the tree planting program during the first part of the year before State funding was eliminated. The Department also worked on cemetery maintenance and began to consider potential needs for cemetery expansion.

Water and Sewer Department: The work of our DPW includes maintaining our water and sewer systems. We are currently unable to pump enough water to meet the daily needs of our customers, particularly over the summer months. During 1995, we were notified by our State Legislators, Senator Cheryl Jacques and Representative JoAnn Sprague that we had received a grant of \$750,000 to install a filtration system to enable us to reopen Wells 1 and 2 which had been closed due to contamination problems. We continued to address our distribution system by ongoing efforts to clean and replace, where necessary, the water mains. We were able to keep our basic water rates stable and there was no additional capital charge for the work on Main Street.

The development of the State's Title 5 regulations has drawn new attention to sewer issues throughout Massachusetts communities and Millis is no exception. This year we worked with residents to authorize sewer extension

projects for Bow Street and Flintlocke Acres. Each of these projects will be financed by the abutters and the sewer fund, with the application of a developer's contribution from the Village Green project near Bow Street. To assist in the funding of our system, we increased entrance fees while raising the sewer rates by 3%. The commencement of these projects has been pushed into 1996 due to a series of legislative and technical delays, but we expect them to progress in the new year. We wish to congratulate the abutters involved in each of these projects because they worked very hard to help us help them.

We faced another sewer issue due to our participation in the Charles River Pollution Control District (CRPCD). We have been notified that the sewage treatment facility is approaching full capacity resulting in the potential for expansion. At the same time, Millis is reaching the point where we may find that we have fully used our allocation of the existing capacity. To address this we began a program to identify and remedy those areas where we have clean water seeping into our system creating excess costs for treatment while using capacity unnecessarily. We also have adopted a sewer permit moratorium to preserve our allotted spaces for existing homes in Millis and to prevent new developments from entering the system until the capacity-increase issue is resolved.

Route 109: The Board worked to protect the funding of the Route 109 project as the Massachusetts Highway Department continued to juggle priorities. By the end of 1995 we received approval for both phases of the project so as to include the reconstruction of the entire roadway. Attention has been focused on Phase I (running from Pleasant Street to Medway) and in September the Board held an information session for all abutters and interested parties. At this meeting preliminary plans were presented and comments were submitted to the State. The next activity planned was a twenty-five percent plan hearing to be held in Millis in early 1996. At the same time, the Town began the process of preparing engineering plans for Phase II which covered the rest of the road from Pleasant Street to Medfield. The Board expects the planning of the two phases to continue with recurring opportunities for the public to participate in the project.

Collaboration Among Boards: The Board of Selectmen continued to honor its commitment to a process of collaboration among the Town's boards and committees. While recognizing that each group has its own area of responsibility and that our opinions may differ, we continued to work together wherever this was appropriate. The Board provided active input into the collective bargaining position of the School Committee in its teachers' union negotiations, reflecting our view that multi-year contracts could only be accepted when the Town's ability to pay for wage settlements was taken into account. Using this criteria, the Board of Selectmen was able to fulfill its obligation under the Education Reform Act and vote in favor of the new teachers' agreement.

Working with the Finance Committee and the Town Administrator, the Board participated in efforts to develop a long range debt profile for the Town so that we could evaluate future capital projects in terms of a manageable debt load. This effort was very important in our assessment of the Memorial School project. The long range debt profile was also taken into account in the Board's decision to enter into a consent decree with the Massachusetts Department of Environmental Protection which sets forth a Town-financed plan to complete the capping of our Landfill.

We had the opportunity to work with the Planning Board and the Board of Health on issues including neighborhood concerns with the activities of the GAF

Corporation. We continued working on issues including alternative truck access, increased rail usage, noise abatement and hours of operation. We worked with the Planning Board on acquiring software to better estimate the potential cost of services for new housing development in Town as well as issues leading to revisions to our open space plan and the Town's Master Plan. The Selectmen's decision to allow farm stands to place temporary directional signs on Town land did result in opposition from the Planning Board but this disagreement did not prevent us from working together in other important areas.

Special Awards: In December, the Board had the opportunity to present the ~~Boston Post~~ Cane to Rose Blom, the oldest citizen of Millis. This special occasion included Christmas carols by the Millis Chorale and the actual presentation to Rose who is the third member of her family to receive the Cane. We wish her the best. We also presented proclamations to Charles Steele, Matthew Mertz and Thomas Coulter who became Eagle Scouts in 1995. We celebrated with the Millis Chorale on their 10th Anniversary and the Millis Lions Club on their 50th Anniversary. The Board participated in Millis Pride Day with a booth featuring the Memorial School project and congratulated Paul Harkey for his efforts to create a Holiday Lighting Fund to which many area businesses as well as residents contributed to restore the lights used in Town to celebrate the Holiday Season. These are just a few examples of the community spirit of our citizens.

Thanks: We wish to offer thanks to all of our departments and Town employees for their work during the year. A special word of appreciation is extended to Richard Autenback who served as both Treasurer and interim Tax Collector until the election of a new Collector in May. We marked the retirement of Frank Gubala from the Cable TV Advisory Board and thanked him for his service to the Town. We accepted with regret the resignation of Henry Lewandowski from the Millis Housing Authority. Henry's many years of service to the Town included two terms on the Board of Selectmen and receipt of the Millis Distinguished Citizen's Award in 1985. We also extend our appreciation to Millis-Medway Animal Control Officer Jacqueline Malo who continued to perform her duties with a high degree of compassion, diligence and professionalism.

Of course, the Board would not be able to operate effectively without the support of Janet Sisto and Jacqueline Anderson of the Selectmen's Office. We thank them for their continuing efforts. Finally, we wish to thank Charles Aspinwall, our Town Administrator for his service and dedication to the Board, the Town and its residents.

Respectfully Submitted,
James J. McCaffrey, Chairman
Gary J. Ouellette, Vice Chairman
Meriel N. Hardin, Clerk

REPORT OF THE TOWN ADMINISTRATOR

Looking back several years from now 1995 will be considered an integral year in planning for the future of the Town. Numerous Boards including the Selectmen, Planning Board, and Conservation Commission, the Town Administrator, and departments worked assiduously on planning for the Town's financial, infrastructure, and development future.

The renovation of the Memorial School into a Community Center and Town Offices was approved by the voters in 1995. The discussion of the project has led officials of the Town to think long and hard about the Town's long-term financial ability to make improvements to our infrastructure. A long term debt strategy was developed that kept the communities "ability to pay" for infrastructure debt within tolerable levels. That is, new debt would not be incurred until old debt was paid down, unless it was user financed. This strategy, combined with our complimentary audit reports, should give the Town confidence that our long term needs are being examined and provided for, while our budget process provides for a thorough review of our day to day operating expenses.

With regard to project planning, the Department of Public Works was fortunate to receive two major grant awards in 1995 which will have a significant effect on the Town's future. First, a grant in the amount of \$750,000 was received to rehabilitate wells 1 & 2 which were shut down in the mid 1980's because volatile organic compounds were found in the water. A pilot test of the proposed treatment system was done in December 1995 and showed 100% removal of the contaminants in the water. Full scale design of the facility will continue in 1996. Construction is expected to begin in October 1996 and should be completed by the spring of 1997. The second grant award was for Phase II of the reconstruction of Main St. from the limits of the Phase I project, Pleasant St., to the Medfield Town line. This 1.7 million dollar grant will provide the Town with an opportunity to define the character of the center of Town while providing for a safer roadway.

The Town is continuing its plans to upgrade our water system through project improvements and through staff education. In 1990 the Town had no certified water operators on staff. Alex McColl became our first certified operator in 1993, and the addition of Frank Faricy to the department provided the Town with two certified operators. Irving Priest passed the exam and was licensed in May 1995 and Michael Perciaccante and Albert Ricciardi passed the exam and became our fourth and fifth certified water operators in December 1995. In terms of project improvements, the Main St. water main project from Exchange St. to Plain St. was completed in 1995. This project should bring improved fire flows and pressure to our downtown and school areas.

Other water projects include the long term development of an additional water supply on property off Forest Rd. While the well grant will bring the Town immediate improvement to water production capability, we need to continue our search for a long term supply of potable water. While we look to increase our pumping capability, we need to ensure that our existing system is operating as efficiently as possible. In 1995 all water accounts and property records were audited to ensure that every customer was being billed properly, and a leak detection survey was completed to ensure that water is not wasted.

The Town's road improvement plan advanced markedly in 1995 with the assistance of the Commonwealth. The town received grants for the paving of Orchard St., Plain St., and Main St., estimated to be over \$300,000. In addition, the Town was able to chip seal Ridge St. and pave Woodlawn Rd. with Chapter 90 funds. Approval of the Myrtle St. Bridge replacement

project, funded by another grant from the Commonwealth in the amount of \$600,000, was completed in 1995. An application for replacement of the Pleasant St. bridge through a grant from the Commonwealth was also made. A citizen petitioned change in the realignment of the Village St. and Plain St. was also completed.

A change in the DPW Highway division came in October 1995 when Robert Volpicelli resigned as Highway Foreman to become Millis' first full time Fire Chief and Michael Perciaccante was appointed as the new Foreman.

The change in state on site septic system regulations which became effective in March 1995 spurred action on two sewer projects. A solution to funding the long stalled Flintlocke Acres sewer project was found after public meetings were held by the Selectmen in April 1995. Funding for the Bow St. sewer extension project was also approved in September 1995, with funding coming from a unique combination of a developer's gift, betterments, and town funding. A rapid increase in Town projects and proposed private developments led the Selectmen to institute a sewer extension moratorium which reserves capacity for abutters to our existing sewer lines in our existing flow allotment of 500,000 gallons per day in the Charles River Pollution Control District treatment plant. 1995 also saw the approval of funding for an infiltration/inflow study, which will identify where clean groundwater is entering our system, and funding for the replacement of the 27 year old Norfolk Rd. sewer pump station. With our sewer system, as with our water system, we are planning for future need while ensuring that our existing system is operating efficiently.

In addition to the Memorial School project, improvements to other Town facilities in the planning or operational stage included the design of an expanded ambulance bay and EMS storage, repairs to the Fireville Fire Station, design of alternative entrances to the Clyde Brown School, remediation of the gas spill at the DPW garage, and closure of the landfill.

The landfill closure process was advanced with the submittal of the final closure plans and the comprehensive site assessment to DEP in December 1995. The Town also entered into a consent order with DEP which provided for an expanded time frame for closure of the landfill and reduced taxes, while requiring the Town to fund the project by June 1996.

I would like to close this report of the summary of my activities for 1995 by thanking the Selectmen for their support and Jacqueline Anderson, Janet Sisto for their dedication throughout the year. My fifth year of serving the Town of Millis, and working with dedicated town employees, truly has been one of the most interesting and enjoyable.

Respectfully Submitted,

Charles J. Aspinwall
Town Administrator

**LICENSES AND PERMITS ISSUED IN 1995
BY THE BOARD OF SELECTMEN**

14 Alcoholic Beverage Licenses:	3 Auction Permits
9 All Alcoholic - Common Victualler	1 Pride Day Permit
3 All Alcoholic - Retail Package Store	82 Yard Sale Permits
1 Wine and Malt - Retail Package Store	
1 All Alcoholic - Veterans' Club	
31 One-Day Alcoholic Beverage Licenses	1 Skeet and Trap Shooting Permit
23 Common Victualler Licenses	3 Craft Fair/Fleamarket Permits
10 Motor Vehicle Licenses:	1 Fishing Derby Permit
1 Class I	1 Parade Permit
4 Class II	1 Block Party Permit
5 Class III	1 Car Wash Permit
1 Junk Collector's License	1 Pancake Breakfast Permit
3 Secondhand Store Licenses	1 Road Race Permit
1 Bowling Alley/2 Pool Table Licenses	1 Firemen's Muster Permit
4 Amusement Machine Licenses	4 Permits for Banners Across 109
2 Entertainment Licenses	2 Permits to Solicit for Charity
4 Jukebox Licenses	3 Sign Permits
5 Limousine/Taxicab Licenses	
3 One-Day Auctioneer's Licenses	

**CONTRACTS BID AND AWARDED IN 1995
BY THE BOARD OF SELECTMEN**

Farm Street/Flintlocke Sewer Construction: MPF Corporation, Wrentham, \$1,019,644

Ambulance Quarters Design: Dan Bradford Architect, Inc., Hanover, \$7,300

Corrosion Control (Wells 3 & 4): Dankris Builders, Plainville, \$54,400

Transfer Station Bags: Boxes & Bags, Ltd., Lewiston, Maine, \$25.69/case of 250

Main Street Engineering: Fay, Spofford & Thorndike, Inc., Burlington, \$210,000

Bow Street Engineering: GCG Associates, Inc., Lynnfield, \$28,850

Salt: Eastern Salt Co., North Chelmsford, \$28.89 ton

Cracksealing: Crack Sealing, Inc., Raynham, \$2.95 gallon

Catch Basin Cleaning: Clogbusters, Inc., Franklin, \$6.50/catch basin

Main Street Water Main Cleaning/Relining: Granese & Sons, Lynnfield, \$78,936.55

Preliminary Source Remediation Services-DPW Underground Storage Tank, Weston & Sampson, Peabody, \$11,485

Soil Disposal - DPW: Amrec Corporation, Charlton, \$9,375

EE Study: Tata & Howard, Inc., Westboro, \$78,000

Norfolk Road Pump Station Design: GCG Associates, Inc., Lynnfield, \$15,560

Line Painting: Marking, Inc., Pembroke, \$4098.28

Mass PeLeaf: Schafer Nursery, Bellingham, \$4,996; B&M Bobcat, Blackstone, \$2,099

Water Leak Detection: Water & Waste Pipe Testing, Lynnfield, \$97.60/mile

Wells 1 and 2 Rehabilitation Engineering: Tata & Howard, Westboro, \$135,000

Town Report: Athol Press, Athol, \$1,794

DPW Vehicle Lift: Tool Connection, Franklin, \$9,925

REPORT OF THE TOWN ACCOUNTANT

The accounting office had a busy year processing 5998 expense vouchers and 12,603 payroll checks. Barbara Bryant and Ellen Stokinger continue to accomplish these tasks with great efficiency and minimal problems while attending to numerous other data processing and accounting issues. They are indeed the backbone of the accounting department !

All of us are looking forward to our move to Memorial School. We are sure that this move will greatly improve our working conditions as space and computer noise continues to be an ongoing concern. Readily accessible storage will also allow us better access to prior years' information which is required on a frequent basis.

The following accounting records are hereby submitted for the busy fiscal year ending June 30, 1995.

Respectfully submitted,
Virginia Mullane
Town Accountant

TOWN OF MILLIS, MASSACHUSETTS
Combined Balance Sheet - All Fund Types and Account Group
June 30, 1995

	Governmental Fund Types			Fiduciary Fund Type Trust and Agency	Account Group Containing Long-Term Obligations	Total (Memorandum Only)
	General	Special Revenue	Capital Projects			
ASSETS						
Cash and equivalents	\$ 1,077,777	\$ 16,239	\$	\$ 226,606	\$	\$ 1,304,303
Investments	1,813,948			285,508		1,915,745
Receivables:						
Property and excise taxes	609,246	102,910				609,746
Water and sewer						102,910
Departmental and other		49,968		21,602		21,602
State government						49,968
Due from other funds	26,139	2,088,550	15,414			2,110,103
Appropriated assessments receivable - not yet due		322,485				322,485
Amount to be provided for retirement of long-term debt					6,727,736	6,727,736
Other amount to be provided					125,000	125,000
Total assets	\$ 3,327,600	\$ 2,660,152	\$ 15,414	\$ 1,033,776	\$ 6,852,736	\$13,889,678
LIABILITIES						
Warrants payable and accruals						
Amounts withheld from employees	\$ 268,788	\$ 54,934	\$	\$ 2,546	\$	\$ 326,267
Other liabilities:	23,779					23,779
Deposits payable	1,818			36,266		38,084
Deferred revenues:				157,809		157,809
Taxes and fees	494,090					494,090
Water and sewer		494,662				494,662
State highway aid		49,968				49,968
Due to other funds	2,103,964			26,139		2,130,103
General obligation debt payable					6,727,736	6,727,736
Accumulated terminal leave					125,000	125,000
Total liabilities	\$ 2,895,439	\$ 609,567	\$	\$ 222,760	\$ 6,852,736	\$13,889,678
FUND BALANCES						
Reserved for expenditures	57,417	419,777	15,414	541,945		1,034,553
Reserved for endowment				22,601		22,601
Reserved for water and sewer operations		1,629,091				1,629,091
Reserved for encumbrances (continuing appropriations)	174,368					174,368
Unreserved:						
Designated for authorized deferral of teacher's pay	(261,944)					(261,944)
Designated for subsequent year's expenditures	329,522					329,522
Undesignated	135,798	11,721		246,470		393,989
Total fund balances	435,161	2,060,589	15,414	811,016	-	3,322,180
Total liabilities and fund balances	\$ 3,327,600	\$ 2,660,152	\$ 15,414	\$ 1,033,776	\$ 6,852,736	\$13,889,678

The accompanying notes are an integral part of the financial statements.

TOWN OF MILLIS, MASSACHUSETTS
Combined Statement of Revenue, Expenditures and Changes in Fund Balances - All Fund Types
Year Ended June 30, 1995

	<u>Governmental Fund Types</u>			<u>Fiduciary</u>	<u>Total</u>
	<u>General</u>	<u>Special</u>	<u>Capital</u>	<u>Fund, Type</u>	<u>(Memorandum</u>
		<u>Revenue</u>	<u>Projects</u>	<u>Funds</u>	<u>Only)</u>
<u>REVENUE</u>					
Property taxes, net of provision for					
abateements and exemptions of \$106,018	\$ 7,176,847	\$		\$	\$ 7,176,847
Motor vehicle and other excise taxes	642,251				642,251
Intergovernmental aid	2,198,540	713,234			2,911,774
Charges for services - water and sewer		1,028,651			1,028,651
Interest on investments and taxes	141,454	27,016		31,223	199,693
Departmental fees and miscellaneous	376,023	665,957		27,371	1,069,351
Total revenue	10,535,115	2,434,858	-	58,594	13,028,567
<u>EXPENDITURES</u>					
General government	1,770,448	45,489			1,815,937
Public safety	1,243,899	22,040			1,265,939
Education	5,544,397	789,819		4,586	6,338,802
Public works (including water and sewer)	480,826	825,879			1,306,705
Health and sanitation	201,650				201,650
Human services	55,513	49,494			105,007
Culture and recreation	149,618	122,820		3,717	276,155
Capital outlay			406,548		406,548
Debt service:					
Principal retirement (Town debt only)	933,964				933,964
Interest (including temporary loans)	515,318				515,318
Total expenditures	10,895,633	1,855,541	406,548	8,303	13,166,025
<u>REVENUE OVER (UNDER) EXPENDITURES</u>	(360,518)	579,317	(406,548)	50,291	(137,458)
<u>OTHER FINANCING SOURCES (USES)</u>					
Issue of serial debt	73,000				420,000
Operating transfers in	274,884		347,000	10,840	345,272
Operating transfers out	(10,840)	(191,491)		(142,941)	(345,272)
<u>REVENUE AND OTHER FINANCING SOURCES</u>					
<u>OVER (UNDER) EXPENDITURES</u>	(23,474)	387,826	-	(81,810)	282,542
<u>AND OTHER FINANCING USES</u>				(329)	(329)
<u>NET (LOSS) FROM NONEXPENDABLE TRUST FUNDS</u>					
<u>FUND BALANCES, JULY 1, 1994</u>	458,635	1,672,763	15,414	893,155	3,039,967
<u>FUND BALANCES, JUNE 30, 1995</u>	\$ 435,161	\$2,060,589	\$ 15,414	\$ 811,016	\$ 3,322,180

The accompanying notes are an integral part of the financial statements.

TOWN OF MILLIS, MASSACHUSETTS

Statement of Revenue and Expenditures - Budgetary Basis (Non GAAP) and Actual - General Fund

Year Ended June 30, 1993

	General Fund		Variance -
	Budget	Actual	Favorable (Unfavorable)
REVENUE			
Property taxes - net	\$ 7,155,991	\$ 7,176,847	\$ 20,856
Motor vehicle and other excise taxes	454,201	642,251	188,050
Intergovernmental aid	2,319,223	2,198,540	(120,683)
Interest on investments and taxes	122,000	141,454	19,454
Departmental fees and miscellaneous	357,232	376,023	18,791
Total revenue	<u>10,408,647</u>	<u>10,535,112</u>	<u>126,465</u>
EXPENDITURES			
General government	1,995,401	1,770,448	224,953
Public safety	1,252,551	1,243,899	8,652
Education	5,543,990	5,544,397	(407)
Public works	482,907	480,826	2,081
Health and sanitation	207,882	201,650	6,232
Human services	56,855	55,513	1,342
Culture and recreation	150,484	149,618	866
Debt service:			
Principal retirement (Town debt only)	933,964	933,964	-
Interest (including temporary loans)	523,905	515,318	8,587
Total expenditures	<u>11,147,939</u>	<u>10,895,633</u>	<u>252,306</u>
REVENUE OVER (UNDER) EXPENDITURES	(739,292)	(360,518)	378,774
OTHER FINANCING SOURCES (USES)			
Issue of serial debt	73,000	73,000	-
Operating transfers in	171,851	274,884	103,033
Operating transfers out		(10,840)	(10,840)
REVENUE AND OTHER FINANCING SOURCES OVER (UNDER) EXPENDITURES AND OTHER FINANCING USES	<u>\$ (494,441)</u>	<u>\$ (23,474)</u>	<u>\$ 470,967</u>

The accompanying notes are an integral part of the financial statements.

TOWN OF MILLIS, MASSACHUSETTS
Notes to Financial Statements
Year Ended June 30, 1995

NOTE E - GENERAL OBLIGATION DEBT PAYABLE

The following is a summary of general obligation bond transactions for the year ended June 30, 1995.

<u>Description and Interest Rates</u>	<u>Final Payment Date</u>	<u>Long-Term Debt 06/30/94</u>	<u>Issues</u>	<u>Payments</u>	<u>Long-Term Debt 06/30/95</u>
<u>Water</u>					
(5.00%)	07/15/95	\$ 21,400	\$	\$ 10,700	\$ 10,700
(7.66%)	08/01/99	180,000		30,000	150,000
(7.10%)	05/01/99	325,000		65,000	260,000
(4.00%)	07/01/98	37,000		10,000	27,000
(5.00%)	09/10/94	14,100		14,100	-
(4.20%)	09/27/96	190,000		63,333	126,667
(4.20%)	09/29/95		347,000		347,000
<u>Sewer</u>					
(7.66%)	08/01/2000	315,000		45,000	270,000
(7.66%)	08/01/2000	70,000		10,000	60,000
(7.05%)	05/01/99	75,000		15,000	60,000
(7.05%)	05/01/99	1,000,000		200,000	800,000
(5.80%)	10/11/94	20,000		20,000	-
<u>School</u>					
(7.40%)	05/01/2009	4,085,000		275,000	3,810,000
<u>Land</u>					
(7.66%)	08/01/2000	420,000		60,000	360,000
<u>Equipment and Other Facilities</u>					
(7.05%)	05/01/99	29,250		5,850	23,400
(7.05%)	05/01/99	345,750		69,150	276,600
(5.00%)	07/15/95	19,200		9,600	9,600
(4.75%)	11/09/96	95,000		31,231	63,769
(4.25%)	09/12/2000	-	60,000		60,000
(4.30%)	09/26/1998	-	13,000		13,000
<u>Totals</u>		<u>\$ 7,241,700</u>	<u>\$ 420,000</u>	<u>\$ 933,964</u>	<u>\$ 6,727,736</u>

The annual requirements to amortize the outstanding long-term debt as of June 30, 1995, including interest, are as follows:

<u>Years Ending June 30</u>	<u>Principal</u>	<u>Interest</u>	<u>Total Due</u>
1996	\$ 935,740	\$ 471,268	\$ 1,407,008
1997	915,307	407,703	1,323,010
1998	849,020	344,942	1,193,962
1999	837,469	284,666	1,122,135
2000	466,700	224,795	691,495
<u>Later Years</u>	<u>2,723,500</u>	<u>925,930</u>	<u>3,649,430</u>
<u>Totals</u>	<u>\$ 6,727,736</u>	<u>\$ 2,659,304</u>	<u>\$ 9,387,040</u>

TOWN OF MILLIS, MASSACHUSETTS

Schedule of Taxes Receivable

Year Ended June 30, 1995

	Uncollected July 1, 1994	Commitments	Abatements & Adjustments	(Less) Transfers to Tax Title	Collections	Uncollected June 30, 1995
REAL ESTATE						
1995	\$ (1,239)	\$ 7,134,290	\$ (58,048)	\$ (10,920)	\$ (6,835,794)	\$ 228,289
1994	237,012		(275)	(872)	(97,558)	138,307
1993	107,954			(854)	(34,122)	72,978
1992	45,410			(845)	(9,368)	35,197
1991 and prior	35,770			(1,592)	(9,585)	24,593
	<u>\$ 424,907</u>	<u>\$ 7,134,290</u>	<u>\$ (58,323)</u>	<u>\$ (15,084)</u>	<u>\$ (6,986,427)</u>	<u>\$ 499,364</u>
PERSONAL PROPERTY						
1995	\$	\$ 129,682	\$ (687)	\$	\$ (124,799)	\$ 4,196
1994	3,267				(1,521)	1,746
1993	962				(57)	905
1992	822					822
1991 and prior	1,331					1,331
	<u>\$ 6,382</u>	<u>\$ 129,682</u>	<u>\$ (687)</u>	<u>\$ -</u>	<u>\$ (126,377)</u>	<u>\$ 9,000</u>
MOTOR VEHICLE EXCISE						
1995	\$	\$ 462,427	\$ (16,536)	\$	\$ (405,001)	\$ 40,890
1994	27,463	201,063	(16,031)		(196,229)	16,266
1993	13,158	2,926	(830)		(7,545)	7,709
Reserved as uncollectible - 1992 and prior	44,020		(131)		(7,708)	36,181
	<u>\$ 84,641</u>	<u>\$ 666,416</u>	<u>\$ (33,528)</u>	<u>\$ -</u>	<u>\$ (616,483)</u>	<u>\$ 101,046</u>

TOWN OF MILLIS, MASSACHUSETTS
Schedule Of Federal Financial Assistance
Year Ended June 30, 1995

<u>Federal Grantor - Pass-through Grantor -</u> <u>Program Title</u>	<u>Federal</u> <u>CFDA</u> <u>Number</u>	<u>Award</u> <u>Amount</u>	<u>For the Period</u>	
			<u>July 1, 1994 to June 30, 1995</u>	<u>Receipts Expenditures</u>
* U.S. Department of Education - Passed through Massachusetts Department of Education -				
Chapter I - 1994	84.010	\$ 73,129	\$ -	\$ 5,070
Chapter I - 1995	84.010	70,698	66,461	63,918
Chapter II - 1994	84.150	3,027	-	3
Chapter II - 1995	84.150	2,618	2,618	2,615
SPED Local School Grant - 1994	84.027	82,680	-	7,111
SPED Local School Grant - 1995	84.027	86,970	86,970	71,306
SPED Early Childhood Allocation - 1994	84.173	15,625	-	2,170
SPED Early Childhood Allocation - 1995	84.173	21,000	21,000	14,303
SPED 89-313 In-State - 1994	84.009	4,200	-	1,841
SPED 89-313 In-State - 1995	84.009	4,400	4,400	1,294
Drug-Free Schools - 1994	84.186	7,923	-	1,498
Drug-Free Schools - 1995	84.186	5,077	5,077	3,456
Title II - Eisenhower Math and Science Education Act - 1994	84.164	2,560	-	2,560
Title II - Eisenhower Math and Science Education Act - 1995	84.164	2,250	2,250	890
SPED SPRIG - 1994	84.027	4,500	-	1,735
SPED SPRIG - 1995	84.027	9,000	9,000	4,760
Foreign Language Assistance - 1994	84.249	35,000	-	213
Ch. I Program Improvement CII - 1994	84.218	1,765	-	-
Totals			<u>197,776</u>	<u>184,743</u>
* U. S. Department of Agriculture - Passed through Massachusetts Department of Education -				
Nutrition Education	10.564	28,509	28,509	28,509
* U. S. Department of Agriculture - Passed through Massachusetts Board of Library Commissioners -				
L.S.C.A. Title I	84.034	900	900	-
L.S.C.A. Title I	84.034	7,778	7,001	6,335
			<u>7,901</u>	<u>6,335</u>
TOTAL FEDERAL FINANCIAL ASSISTANCE			<u>\$ 234,186</u>	<u>\$ 219,587</u>

* Financial activities are accounted for within the special revenue funds.

REPORT OF THE COUNCIL ON AGING

The Council On Aging (COA) is a seven member Board whose purpose is to coordinate and carry out programs designed to meet the needs of the community's elderly and handicapped citizens. Their wider outreach also serves the town as a human services agency for all ages by sponsoring health care and educational seminars, processing fuel assistance and other applications, distributing federal and state surplus commodities, advocating for senior and handicapped clients and their families as well as making referrals to other agencies as specific needs arise.

The most visible program operated by the COA is the five day weekly, handicapped accessible, Senior Center located in the hall at St. Paul's Church from 8:00 am to 1:00 pm. Most regular or special programs, events, and services originate from or take place there. Included are the daily congregate meals, the Meals On Wheels deliveries, the scheduling of our vans for transportation to medical appointments and shopping as well as to social activities at the Center and elsewhere. We maintain a full time lending library for large print books and jigsaw puzzles. From our Medical Closet we can supply, on a free loan basis, items such as wheel chairs, canes, walkers, commodes and hospital beds. Daily drop-in guests chat, read magazines, play cribbage and other games while enjoying a seasonal beverage and snack. Every Monday finds an avid Contract Bridge group in attendance. Each Wednesday, a registered nurse will check your blood pressure between 11:15 and noon. On Tuesday and Thursday, a Social Day-care Respite Program, supervised by registered nurse, Linda Jones, benefits the clients and their families. Furthermore, a Podiatrist treats patients who have scheduled an appointment.

Regularly anticipated each month is the "Late Bloomers" newsletter which is mailed to all senior residents and distributed to many local businesses. Each issue is also taped and delivered to the visually impaired so they will be aware of upcoming special programs. Look for it or stop at the Center to pick up a copy to learn more about COA services or programs, to request information or help for assistance. You may also call 376-4176 and speak to the COA Director, Jillian Harkin, or the Outreach Director, Luella Burbank. Their goal is to help you and to the best of their ability assist you. Even better - drop by the Senior Center. It's a great place for a change of scene, to listen and be listened to, to socialize, to learn, to teach, and to eat. Our programs can cover you from head to toe and take you near and far. Please drop-in at Millis' Senior Center. We are confident it will not be long before "you'll be glad you came - where everybody knows your name".

1999 was an exciting year that also brought many changes. The new handicapped van, received by a grant from the Mass. Exec. Office of Trans. and Construction, was delivered and is now in service. Town liability was divided by the Town and the Millis Lions Club. I'm sure all those

who use it are grateful. Members of the Council attended a Board Training Session sponsored by the Exec. Office of Elder Affairs. Long-time Senior Aide "Ginny" Chapman retired and was ably replaced by June Coffey. Approval was given for a much needed addition to the staff of the COA and Grace Maglev was hired. Her expertise on computers is proving invaluable. We regretfully accepted the resignation of Joan Schulz, long-time member of the COA Board and thank her for her dedicated service to the senior program. We welcomed the appointment of Manuel Goes to the Council. And, most exciting of all was the vote to establish the Community Center which will soon house a new Senior Center enabling us to enlarge our services.

In November, at the Annual Mass. COA Conference, I was honored to receive the Rose Award for Innovative Programming. This is the highest award given to Councils On Aging from the EOFA and it was awarded for our inter-generational Grand Pals program.

In December, we hosted a Reception for Rose Blom, Millis' oldest resident. The Boston Post Cane was presented to her by Selectman Chair, James McCaffrey. She is the third member of her family to receive the honor.

Our sincere thanks to town officials, town departments, Millis Lions, Oak Tree League, Millis Belles, Roche Bros., Shaw's and Friends of the COA. A special thanks to the 72 volunteers who gave their time and expertise for 5,720 hours, valued conservatively at \$37,180. You made it possible for us to serve the forty-three percent (43%) increase in attendance at the Senior Center and the similar increase in requests for service and information. Without your help and cooperation it would not have been possible to carry out our programs and duties.

Respectfully submitted,
Ellinor L. Harkins, COA Dir.

Joseph Hersey, Chairman
Richard Barrett, Vice-Chairman
Phyllis Talabach, Treasurer
Brenda Goudy Neta Heustis
Manuel Goes Anthony Meleski

ANNUAL REPORT - 1995
ANIMAL CONTROL OFFICER

This has been an extremely busy year for the department with over 4,000 calls having been received and acted upon. There is currently a staff of 5 people, one full time ACO and four Deputy ACO's, who provide coverage 24 hours a day, 7 days a week, in both towns.

There has been an increase in the number of dogs reported running loose and I would like to take this opportunity to remind the residents that there is a leash law in effect and I ask your cooperation in keeping your dogs on your property. There was also an increase in the number of unlicensed dogs being found. All dogs must be licensed annually in the town which they reside and this must be done beginning the first of January each year.

Calls handled by the department ran the gamut from the routine to the exotic. For the first time the department was called to handle a report of a large lizard loose in the Charles River area as well as removing a 3½ foot alligator from a catch basin. Another problem has been the increase in the number of deer being hit by cars. There has been an increase in the numbers of deer in the woods which run between Millis and Medway which is causing the problem. Residents are cautioned not to feed any deer which they may find coming onto their property.

Many reports were received of coyote sightings as well as some farm animals being attacked and destroyed by these animals. Residents should be aware that there are coyotes in the area and to be careful with disposal of their trash and garbage which might attract them to your property.

A total of 14 specimens were submitted for rabies testing with 3 showing positive. Rabies is still with us but appears to be on the decline. Residents should assure that all of their pets are properly vaccinated, and I caution you not to approach any animal which is acting in a strange manner.

In the coming year the department is in need of a new vehicle as well as a new kennel facility. The present facility is sitting on a waterwell site and will be closed as soon as it is operational. The search is on for a new site as it is estimated that the closure will take place within the next 12 months. These Capital expenditures are necessary to maintain the quality of service which the department currently provides to both towns.

During the 12 month period from January 1 - December 31, 1995 detailed records were kept reflecting all calls addressed by the ACO. The total number of calls received from both towns was 4,012, with 1736 coming from Millis, 2045 from Medway, and 231 from outside the region. The following is a breakdown of calls received and handled in Millis:

INFORMATIONAL CALLS	283
FOLLOW UPS FROM ORIGINAL CALLS	332
DOGS:	
PICKED UP	94
REPORTED LOST	98
REPORTED LOOSE	214
REPORTED BARKING	68
REPORTED BITES	10
ADOPTED	8
EUTHANIZED	1
REPORTS OF CRUELTY	1
QUARANTINED	1
HIT BY CAR REQUIRING	
MEDICAL TREATMENT/TRANSPORT	12
CATS:	
PICKED UP	40
REPORTED LOST	70
REPORTED STRAY	56
REPORTED FERRAL	46
REPORTED BITES	0
ADOPTED	23
EUTHANIZED	2
QUARANTINED	0
HIT BY CAR REQUIRING	
MEDICAL TREATMENT/TRANSPORT	17
WILD ANIMAL CALLS	41
ROADKILL PICKUPS	174
DEER HIT BY CAR	12
MISCELLANEOUS CALLS	131
ANIMALS SUBMITTED FOR RABIES	
TESTING	2

TOTAL	1,736
-------	-------

I would like to thank all of the Town Departments for their cooperation and assistance, especially the Selectmens Office, Town Clerks Office, and the Police Department. I look forward to serving the citizens of Millis for many years to come.

RESPECTFULLY SUBMITTED

JACQUELINE S. MALO
ANIMAL CONTROL OFFICER

ANNUAL REPORT - 1995
ANIMAL INSPECTOR

During the month of December, Annual Barn Inspections were conducted as required by the state. In addition records were kept of all suspected rabies cases, quarantined animals, and dog bites.

The MidAtlantic raccoon strain of rabies virus is still being found in the area, as well as in most communities in Massachusetts, except on Cape Cod. Although exact figures are not yet available the trend does not show any decrease in the number of reported cases. In Millis 5 specimens were submitted for testing with 1 showing positive, which was a raccoon.

People are likely to become exposed to rabies via cats rather than wildlife or specifically the raccoon, which carries the highest percentage of positive test results, because few people vaccinate their cats as readily as they do a dog. Cats frequently travel in and outside our homes and as a result contact with a rabid raccoon during the time outside is very possible. Later, when the cat returns to us, he brings the rabies virus home with him, potentially exposing our families. For this reason I stress the need to have all cats vaccinated. I also recommend that cats be kept indoors during this epidemic. People should also keep away from ferral/wild cats as these animals carry a particular risk because they are not vaccinated and live outside. Attempts to handle them almost always result in a scratch or bite wound.

The results of the Annual Barn Inspections are as follows:

Property Inspections Conducted ----- 16

TYPE OF ANIMAL COUNTED		TOTALS
Dairy Cows (cows,heifers,calves,bulls)	GRADE	2
	PUREBRED	0
Beef Cows (cows,heifers,calves,bulls)	GRADE	5
	PUREBRED	0
Horses		122
Ponies		33
Goats		13
Sheep		123
Swine		0
Poultry		126

I would like to thank all of the Town Departments for their cooperation and assistance and look forward to serving the citizens of Millis for many years to come.

RESPECTFULLY SUBMITTED

JACQUELINE S. MALO
ANIMAL INSPECTOR

MILLIS ARTS COUNCIL

Composed of 12 dedicated volunteers, The Millis Arts Council strives to enhance the arts, humanities, and interpretive sciences in our community. As a local agency of the Massachusetts Cultural Council, we regrant federal funds to individuals and organizations through our grant process each fall. Application forms and guidelines are available from the Millis Public Library, any Council member, or the MCC in August or September. Completed applications are due by October 15 annually. Previous applications are on file at Town Hall.

Since our founding in the early 1980s, we have distributed numerous funds and initiated many worthwhile projects in town. In Fiscal Year 1996, we received requests exceeding \$13,500 but only received \$3,473 to reallocate. The Council voted to fund the following organizations:

Clyde Brown School	\$195
To assist with the purchase of 79 student tickets	
Clyde Brown School	650
To assist with the purchase of 310 student tickets to The Magic Flute	
Millis Public Library	175
To kick off the summer reading program	
Millis Community Chorale	200
To support the 1995 Holiday Concert	
Millis Theater Group	480
To support April 1996 production	
Millis Recreation Department	500
To support a June summer concert	
Southeaster Massachusetts Community Concert Band	400
To support a musical performance in Millis	
Patty Carpenter	300
To support a music program for Millis seniors	
Massachusetts Audubon Society	100
To partially support Earth Day programs	
Stone Street Strummers	300
To support a musical program in Millis	

All of our allocations are subject to final state approval. In reviewing all applications, we consider artistic merit, clarity and specific detail of the application, project design, community interest and benefit, realistic budget, as well as other criteria stated in our guidelines. It is important to note that volunteers' participation in The Council in no way guarantees funding for organizations or individuals with which they or their families are affiliated.

In addition to regranting funds, we host annual artists' showcases and exhibitions. The Third Annual Millis Artists' Exhibition was held at the library during October.

Massachusetts' Cultural Month. An opening reception allowed time for community input on The Council's efforts as well as recognition of the creativity and talent of 17 participating artists. All participants received recognition certificates signed by the governor - artists of all ages and abilities are encouraged to participate. Our youngest artist, Paisley Richardson, was just seven years old! Congratulations to Anne Mertz, winner of The People's Choice award for her watercolor titled "Autumn". Many thanks to our library for donating the space and our local cable station for broadcasting this show. The Spring Flower Show and Poetry Reading was a great success as well.

We appreciate your support and enthusiasm for increased cultural opportunities in our town. We welcome your volunteer time, ideas, and suggestions - please feel free to contact me at any time.

Respectfully submitted,

Emily Reed Baratta
Chairperson

REPORT OF BOARD OF ASSESSORS

The Assessors for the Town of Millis herewith respectfully submit their report for the Fiscal Year ending June 30, 1995.

TOTAL APPROPRIATIONS 12,203,398

DEFICITS DUE TO ABATEMENTS IN EXCESS OF RESERVE
OF PRIOR YEARS 26,386

SCHOOL LUNCH PROGRAM 5, 212

PUBLIC LIBRARIES 7,535

	ESTIMATED FISCAL '95	UNDERESTIMATED FISCAL '94
--	-------------------------	------------------------------

COUNTY ASSESSMENTS:
COUNTY TAX

36,873

STATE ASSESSMENTS

SPECIAL EDUCATION	332	311
MOTOR VEHICLE EXCISE BILLS		
STATE RECREATION AREAS		
MOSQUITO CONTROL PROJECTS	9,720	27
MASS. BAY TRANSPORTATION	192,026	284
AIR POLLUTION CONTROL DISTRICT	1,672	
METROPOLITAN AREA PLANNING COUNCIL	1,738	
RETIRED MUNICIPAL TEACHERS	77,026	

RESERVE FOR ABATEMENTS 106,018

GROSS AMOUNT TO BE RAISED 12,936,018

ESTIMATED RECEIPTS AND AVAILABLE FUNDS 5,674,008

NET AMOUNT TO BE RAISED BY TAXATION 7,262,009

TAX RATE PER THOUSAND 16.80

The Board would like to take this opportunity to express our appreciation and gratitude to Administrative Clerk Theresa Cousens and Senior Clerk Mary Jane Collins for their dedication to our department.

Keith A. Gagne, Chairman
Nancy W. Perlow, Member
Lawrence P. McCarthy, Member

REPORT OF THE BUILDING DEPARTMENT

Receipts from January 1, 1995 through December 31, 1995 were:

Building permits	\$53,392
Electrical permits	12,999
Plumbing permits	7,170
Gas permits	4,309

Total	\$77,870

BUILDING

191 building permits were issued for all construction categories in 1995. The estimated construction value is \$5,276,006 as follows:

	Permits issued	Estimated Value
Single Family Dwellings	40	\$ 3,300,000
Additions	16	282,200
Alterations	33	197,065
Fire Damage Repair	1	10,000
Barns, Sheds, Garages	13	52,420
Porches, Decks	24	83,300
Swimming Pools	11	60,491
Wood Stoves	8	6,380
Commercial	28	1,277,800
Signs	13	6,350
Demolition	4	0

ELECTRICAL

237 electrical permits were issued in 1995. A detailed report is on the following page.

PLUMBING/GAS

143 plumbing and 101 gas permits were issued in 1995.

It should be noted that building permits are required for all construction. Electrical, plumbing and gas work require additional permits. Failure to obtain permits before commencing work may result in double fees.

Our appreciation and thanks to all personnel in the Town Office and Niagara Hall who have provided able assistance during the past year.

Respectfully submitted,

William F. Whelan, Building Inspector
Tauno Aalto, Wiring Inspector
Thomas Frasca, Plumbing/Gas Inspector

John Larkin, Deputy
David Byrne, Deputy
Warren Champagne, Deputy

Meriel, Gary, and you too James
(Poetic license, allows first names)
My report, no discourtesy meant
Always is respectfully sent.

Reading Sue's enumeration
Fees permits bring
Worthy of a dissertation
Of these I'll sing.

If statistics you're perusing
Windows 95 in prime
For your referral, I'll be using
Footnotes in my lines of rhyme.

First, Permits₁ we'll review
New Dwellings₂, services₃, trenches₄ too,
Commercial₅, residential₆, swimming pools₇
Municipal₈ including schools.
Additions₉, alarms₁₀, annuals₁₁ and thus,
Brings us to, miscellaneous₁₂

All kinds of noteworthy doings -
These are just a few
That I have correlated and updated
And listed here for you

Backyard Birdwatcher's Country Store,
Fast Lines II, and ex-Marcy's renovation.
New Mini-Mall at Ann & Hope
And "Big Dig" at the Exxon Station

Automatic Fires Doors at the High School
Rewiring of boilers too
Back and forth and forth and back
So many jobs to do

New shed at the "Teepee"
And Press Box - to finish from start
Material, Labor, and Permit Fees
Donated from the heart.

Underground inspections
Kept us on our toes,
Or "Kept us in the trenches"
As the saying goes.

Hentage Path and Greenwood Drive
Oh, does it ever end?
It's sure great to have a sidekick
When a fella needs a friend.

Warren's "Monitor monster"
"Sparked" interest thru the town
And though, it is not electrical, surely was a spectacle
And worth writing down.

East side, West side miles around the town
With Fire Calls and Inspections₁₃, we jot our mileage₁₄ down
Dave and I Together, no matter what we do
Quittance₁₅? Nary a pittance, yearly Dejavu.

I count my blessings, they are far from few
For having the privilege of working with you
My fellow workers, who make work a pleasure
My loving family, my hearts real treasure
To my darling Quine again
You'll always be my "Ainu Kainen".

God bless you all - Duke Aalto, Wire Inspector

1	237
2	32
3	78
4	50
5	56
6	64
7	11
8	16
9	23
10	17
11	7
12	39
13	848
14	1737 mi.
15	ZERO

1995 Annual Report of the Millis Cable Television Advisory Commission

The 1995 year got off to a busy and challenging start as our Chairman of thirteen years, Julius Rosen, resigned the chairmanship and the Commission asked newly appointed member Michael E. Cunningham to take the reins. The Cable carrier (TCI) began renewal processing for the Cable Television franchise in Millis on schedule in January of 1995.

The Cable TV franchise in Millis will expire on January 15, 1998. Your Cable TV Advisory Commission is currently planning a strategy for the consideration of Board of Selectmen in conducting the renewal negotiations. We are researching options for the town, interviewing and making recommendations for the selection of a law firm to represent us in the negotiations, and following industry technical and regulatory changes which will impact on our efforts and the outcome.

The Commission has held four public meetings during the 1994-1995 period. Members of the public, cable customers, and those interested in Cable TV service and programming in Millis attended and had an opportunity to give their input and participate in the Commission's proceedings.

The Selectmen and the Commission continue to rely on volunteer assistance to produce Local Public Access programs in Millis and we thank Mary Payson, Francis X. "Sliver" Murphy, and Benjamin Bush for their energetic and enthusiastic contributions. Rick Tarara has been a regular volunteer at the studio at Millis High School.

During the year Frank Gubala, a member of the Commission for many years retired from teaching at Millis High School and resigned from our board. Rick Tarara was appointed by the Selectmen to replace Frank. We thank Frank for his many years of service to Millis in this position and he will be sorely missed.

As 1996 progresses, we will be finalizing our franchise renewal strategy, holding public hearings so the cable customers have an opportunity for input and feedback to TCI in a formal structure, producing a mission statement for our goals and objectives in the Millis Cable TV community, and issuing press releases keeping the townspeople posted on our activities.

Millis Cable customers with complaints, programming change requests, or in need of assistance with their relations with the cable company may call me at 376-8740. We are always anxious to be of assistance and pay close attention to customer feedback which is also regularly forwarded to the Cable TV company management.

We all look forward to the challenging job ahead of us in Millis as our cable franchise renewal proceeds, as the memorial school project comes to fruition, and as constantly changing technology holds out the opportunity for richer entertainment and educational choices in Cable TV in Millis as well as much more effective and active local public access capabilities at our

new Memorial School Studio. During the year our commission will be in regular touch with the people of Millis.

If any citizen has questions, input, feedback, ideas, suggestions, or perhaps most importantly, if you would like to help with our work, please contact us.

MILLIS CABLE TELEVISION ADVISORY COMMISSION

Michael E. Cunningham, Chairman
Ken Drew, Vice Chairman
Julius Rosen, Vice Chairman
Alan Burch
Rick Tarara

Millis Housing Authority 1995 Annual Report

The Commissioners of the Millis Housing Authority held ten regular meetings and four special meetings in 1995. They accepted the recommendations of their ByLaw Committee and approved the first revision of that document in more than thirty years.

A new Section 8 program received final approval from HUD and was initiated in August, bringing to four the number of Millis housing programs. The Authority made a three bedroom family apartment handicap accessible, and had Boston Edison install 147 new energy-efficient thermostats in the King & Kennedy Terraces.

Henry Lewandowski resigned as Commissioner after five years service because he moved to Medway. Helena Botterman was elected a Tenant Representative, replacing Frances Bates. The Commissioners did their annual Walk-Around the properties in May and held annual elections in June.

We are most grateful for the good recovery, after a heart attack, of our maintenance supervisor, Bob Healy, the support received during that time and always from Millis DPW, Fire, Police, and Town Administration is deeply appreciated.

Joanne Andrews, Chair
Carl Nickerson, Vice Chair
Mary Welch, Treasurer
Carol Mushnick, State Appointee/Clerk
The Rev. John Griswold, Exec. Director

REPORT OF THE CONSERVATION COMMISSION

The Conservation Commission continued to work on a very active schedule, much of which relates to administering the Wetlands Protection Act, Massachusetts General Law, Chapter 131, Section 40. The Act requires anyone who proposes to remove fill, dredge or alter wetlands to file a Notice of Intent with the Conservation Commission. After consideration and review, the Commission then makes a Determination of Applicability, issues an Order of Conditions for the approved projects which control the activity in the interest of protecting wetlands and related dependent resources. These interests include flood control, prevention of storm damage and pollution, and protection of public and private water supply, groundwater, fisheries and wildlife habitat. Meetings are regularly held on the third Monday of the month in Niagara Hall, and interested citizens are welcomed and encouraged to attend.

There were a total of thirteen public hearings held in response to Notices of Intent. Determinations of Applicability were issued, including Orders of Conditions for the Positive Determinations. The full Commission inspected specific potential problem areas on numerous occasions.

We wish to acknowledge the 10 years of outstanding service that the late Jack Henderson provided while a member of the Millis Conservation Commission. His tireless field monitoring of activities within the jurisdiction of the Commission will be irreplaceable, as well as his irreverent sense of humor.

Respectfully submitted,

Lawrence J. Bergen, Jr. Co-Chairman

Edward W. Chisholm, Co-Chairman

Mary D. Best

Pamela M. Okolita

Anne C. Rich

Peter G. Stuckich

Charles V. Vecchi

REPORT OF THE ENERGY CONSERVATION COMMITTEE

This year a new dual fueled burner for the boiler and a spring/fall domestic water heater were installed at the Middle High School. In addition, all the exit lights were converted to light emitting diode fixtures and all roof exhaust fans were tied into the energy management system in the same building.

This work was done under a Federal Energy Grant with matching funds provided at Town Meeting last May. The new devices upgrade existing systems in our school and have a scheduled payback period of five years.

Respectfully submitted,
David Byrne, Chairman
Tauno Aalto
Francis Murphy

EMERGENCY MANAGEMENT PLANNING COMMITTEE

Your Emergency Management Planning Committee has been very busy during the past year.

Millis hosted a regional Disaster Drill at Medfield State Hospital last Spring. This drill was to practice reacting to a regional disaster using resources from surrounding communities.

This Winter the Emergency Planning Committee held a seminar with the Millis Fire Department. The subject of the seminar was "Incident Command". All Town departments were involved and all learned a great deal from the Fire Department on the system they use for command and control when addressing an emergency. This seminar was very useful in helping departments learn their roles in supporting the Fire Department.

This Spring the Committee will conduct a local table top disaster drill at the Millis Middle/High School.

Special thanks to Wayne Simpson and Buz Downing, two very active and hard working Directors of this program.

It should be noted that attendance at our meetings has been 100 percent.

Your Emergency Management Planning Committee,

David Byrne, Chairman
Albert Baima
Herman Downing
George Ford
Meriel Hardin
Ellinor Harkins
Robert Healy

Paul Jacobsen
Rita McCann
Irving Priest
Wayne Simpson
Charles Vecchi
Robert Volpicelli
Robert Yeager

REPORT OF THE EMERGENCY MANAGEMENT AGENCY

We herewith submit our report as Millis Emergency Management Co-Directors for the year 1995.

All requests of the state and sector directors have been fulfilled, and all reports requested have been completed. Our radio officer has taken part in all radio alerts and drills. Trips have been made to Area Headquarters in Bridgewater for various meetings and seminars.

The Emergency Planning Committee met at regular intervals throughout the year to update our Comprehensive Emergency Management Plan and to discuss various areas of concern for the safety of the public. These meetings were held at the Millis Emergency Management Agency Headquarters.

We have supplied radio communication between the Town Hall and the High School on election days.

During 1995 we were able to set up a second portable two way radio on our local government frequency. Two additional radios were put in service on the two meter ham radio band.

During the month of March the Millis Emergency Management Agency hosted area towns at the Medfield State Hospital for a day long seminar. This seminar was put on in conjunction with MEMA Headquarters in Bridgewater and covered emergency response and incident command.

Also the Millis Fire Department in conjunction with Millis Emergency Management conducted a one evening course on incident command as it relates to the Fire Department. Area towns were invited to attend.

Fortunately the E.O.C. and shelters did not have to be opened for emergencies during 1995.

We would like to thank all the departments of the Town for their full cooperation during the year. We continue to work in the best interest of the Town of Millis.

Respectfully submitted,

Herman Downing
Wayne A. Simpson
Co-Directors

TOWN OF MILLIS EMERGENCY MEDICAL SERVICE (EMS)
RESPONSES FOR 1995

73 MISCELLANEOUS MEDICAL
43 CARDIAC
37 MOTOR VEHICLE ACCIDENTS
32 FALLS
30 CANCELED/REFUSAL AFTER TREATMENT
16 RESPIRATORY
14 PSYCHIATRIC
13 SPORTS INJURIES
10 DIABETIC
9 BACK INJURY/PAIN
7 DRUG SIDE EFFECT/OVERDOSE
7 SEIZURES
7 LACERATIONS
6 FRACTURES
5 INDUSTRIAL/WORK INJURY
4 INTOXICATED

4 ASSAULTS
4 CARDIAC ARRESTS
4 BICYCLE ACCIDENTS
4 STRUCTURE FIRE STANDBY
3 CVA (STROKE)
3 ALCOHOL/RELATED
3 FOREIGN BODY IN THROAT
2 SUICIDE ATTEMPTS
2 BURNS
2 BEE STINGS
2 EYE INJURIES
1 NOSE BLEED
1 HORSE FELL ON
1 MOTORCYCLE ACCIDENT
1 TRENCH CAVE-IN

TOTAL RESPONSES: 352

OF THESE: 22 WERE MUTUAL AID CALLS TO MEDWAY
14 WERE MUTUAL AID CALLS TO MEDFIELD

THESE NUMBERS REFLECT THE NUMBER OF RESPONSES, NOT THE NUMBER OF PATIENTS ACTUALLY ASSISTED, TREATED OR TRANSPORTED, AS MANY OF THESE CALLS INVOLVED MORE THAN ONE INDIVIDUAL.

IT COMES AS A SURPRISE TO SOME, BUT WE ARE A VOLUNTEER OR CALL SERVICE. TO MAKE THIS SERVICE WORK, WE ARE ALWAYS IN NEED OF DEDICATED EMTs TO GIVE OF THEMSELVES AND BE AVAILABLE AT ALL HOURS TO RESPOND TO EMERGENCY CALLS.

RESPECTFULLY SUBMITTED,

H. ROBERT YEAGER, RN, EMT



MILLIS FIRE DEPARTMENT

REPORT OF THE FIRE DEPARTMENT

At the last Town Meeting, in May 1995 money was appropriated to buy the last of the new turnout gear for the firefighter. The equipment has been ordered and should be received sometime in January 1996.

Members of the department took advantage of the classes given by the Massachusetts Firefighting Academy during the course of the year.

There were 1082 open burning permits issued in 1995.

In 1995 a total of 81 homes was inspected and permits issued to comply with Chapter 148, Section 26F, Massachusetts General laws.

The following permits were issued: Oil Burner, Blasting, Gun Powder Storage and Propane Storage

Lost Child	1	Storm Coverage	5
Smoke Investigation	5	Telephone Fire Alarms	7
Outside Fire Alarm Box	23	Building Fires	3
House Duty	66	Medical Assistance	2
Mutual Aid - Medway	2	Kitchen Stove	1
Mutual Aid - Medfield	2	Clothes Dryer	3
Mutual Aid - Sherborn	1	Washing Machine	2
Mutual Aid - Norfolk	2	Dish Washer	1
Fuel Oil Spill	1	Miscellaneous Calls	54
Chimney Fires	3	Oil Burner Fires	4
Sprinkler Problems	7	Motor Vehicle Accident	10
Company Practice	16	Mutual Aid Training - Norfolk	1
Fire Officers Meeting	11		
G.A.F. Corp	3		

This is the last report that I will prepare for the Town Report. I would like to thank all the Town Departments and Boards that have helped me, during the twenty years that I have been Fire Chief, to make our Fire Department the best that there is.

I am very proud of the men and women of the department; they are a good and dedicated group of officers and firefighters, and I appreciate all that they have done for me over the years. The same holds true for the Fire and Police Dispatchers. I thank them all.

Firefighter and Clerk Thomas Ward gets a special thank you. He has taken care of all the paperwork and payrolls, etc. for the Fire Department, as well as being a Police and Fire Dispatcher. Without his help, my job would have been a lot more difficult.

Last, but not least, there is one person who has been in the background, but always at my side - my wife of forty years, Pat. She has always been there when I have needed her, in good and bad times. Thank You.

Respectfully submitted,



Robert A. Volpicelli Sr.
Fire Chief

REPORT OF THE HAZARDOUS WASTE COORDINATOR

There were no mandated responsibilities required or carried out in 1995.

Respectfully submitted,

Paul R. Jacobsen
Kathleen H. Byrne

REPORT OF THE RIGHT TO KNOW COORDINATOR

There were no mandated responsibilities required or carried out in 1995.

Respectfully submitted,

Paul R. Jacobsen
Julio A. Fontecchio

1

REPORT OF THE BOARD OF HEALTH

Submitted herewith is the annual report of the Board of Health for the year ending December 31, 1995.

The year 1995 has proven to be a busy and active one for the Board of Health. Due to the continuing revisions to Title 5 Environmental Regulations Code, both the Health Agent and board members' responsibilities have increased greatly. Fortunately, due to a state program from the Department of Environmental Protection, the Millis Board has been instrumental in initiating loans to homeowners to repair failed septic systems through a Betterment Program.

The 6th Annual Regional Health Fair was held in October with services including flu vaccines, vision screening, glucose and cholesterol screening, and various cancer screenings. We wish to thank all who participated, including Southwood Community and Newton-Wellesley Hospitals, Metro West Medical, local physicians and health organizations. We hope to continue this annual event which provides free services for hundreds of area residents.

The Board also continues to work with various community organizations in response to environmental and health issues. The regional tobacco program (ROOT), under the direction of Michelle Zeamer, has been instrumental in organizing and implementing tobacco control policies in area towns. The Board has been sponsoring the biannual rabies clinics in conjunction with the Animal Control Officer in a continuing effort to control the spread of rabies.

The Board reorganized on May 23, 1995 with Kathleen H. Byrne, Chairperson; Paul R. Jacobsen, Vice Chairman; and Julio Pontecchio, Clerk.

We wish to thank our Public Health Nurse, Marie Rogers, Health Agent, Mark Oram; and especially our Administrative Clerk, Deborah Merritt, for a year of hard work and dedication.

PERMITS AND LICENSES ISSUED BY THE BOARD OF HEALTH

Food Service Permits.....	54	Pool.....	12
Disposal Works Installer...	13	Wading Pool.....	2
Septage Hauler.....	15	Rubbish Hauler...	8
Massage Therapy.....	1	Tanning.....	1
Hazardous Materials.....	29	Tobacco Sales...	13

Respectfully submitted,

Kathleen H. Byrne, Chairperson
Paul R. Jacobsen, Vice Chairman
Julio A. Pontecchio, Clerk

Health Agent/Environmental Consultant
Mark Oram, R.S., C.H.O.

The role of the Health Agent for the Town of Millis was conducted by providing services to allow for compliance with federal, state and local regulations.

The Health Agent continues to conduct several investigations related to air, land and water pollution. The Health Agent has attended various seminars and courses related to the changes for septic systems designs as required by state codes. Other assistance includes responding to a variety of requests related to the state code changes for septic systems, tobacco control issues, and hazardous waste reviews.

Routine work consisted of soil test observations and review of engineered plans for subdivision, new development projects, reconstruction projects, subsurface sewage disposal systems and wells to assure compliance with state and local regulations. Other work included inspections of restaurants, investigations for housing deficiencies, food-borne illnesses, environmental concerns, indoor air and sanitary complaints. Also, construction inspections were conducted for wells, storm water facilities and sewage disposal systems. The Health Agent is also responsible for building proposals. Title 5 reporting for septic system inspections and pumping is a new area of review and consultation.

The statistics for inspections and reviews in 1994 are as follows:

1995 Statistics

<u>Inspections:</u>	1995
Septic Systems	65
Well Pump Test	20
Soil Test	234
Housing Inspections	7
Food Establishments	59
(includes Tobacco Control)	
Title 5 Reviews (Inspections)	50
<u>Reviews:</u>	
Building Permits	61
Well (includes laboratory tests)	20
New Food Establishments	3
Septic System (includes as-builts)	105

Reviews: (cont.)

New Development Proposals

8

Office visits and calls

1,200

The Health Agent has attended the Board of Health regular and special meetings and hearings in which he provided information and professional expertise when requested by board members and contracted engineers. The Health Agent assisted in the changes to the local regulations for septic systems.

The Health Agent has continued his education requirements as a Registered Sanitarian, Certified Health Officer, and has obtained a certificate as a Soil Evaluator which is a new Title 5 requirement.

REPORT OF THE HISTORICAL COMMISSION

The Millis Historical Commission continued to work a very active schedule.

Oak Grove Farmhouse

The front showroom now boasts a lovely running border of oak leaves along its walls, stencilled by artist Chelle Pitts. We thank Chelle for helping us to bring warmth and color to the room with her donation of materials, time and talent.

Showcases have been assembled, cleaned and polished. Artifacts have been cleaned and are now displayed in four cases.

Some permanent light fixtures were installed in two front foyers, three halls and bathroom. An old-fashioned type candle chandelier has been installed over the dining room table. All were purchased through Barbara and Wayne Hansen at a very generous discount. Barbara and Wayne also donated a foyer fixture. We thank them both for their generous help.

A cast-iron gas stove has been installed in the living room fireplace. We thank Jeff Mushnick of Medway Oil for donating pipe and propane tank plus labor for laying and installing the pipe.

Bricks on the floor and face of the fireplace in the living room have been cleaned and refaced with old bricks where needed. Pictures have been hung on some of the walls.

The little room in the back of the dining room has been set up as a farm office. A large old oak desk with oak stool occupy most of the room. An old typewriter sits to the right of the desk. Photos relating to the farm grace the walls.

A new back door with outside stairs has been installed. A safety railing on the second floor has also been put in place.

A soft pink tile floor has been added to a small hallway and bathroom. Pocket doors to both have been prepared and painted handles and lock are in place. A white pedestal Victorian sink, along with other bath accessories put the final touch to the bath. The Commission thanks Tom Frasca for his discount on fixtures and his time finding referrals for donations.

The Commission sponsored a Civil War living history weekend in May. Camps were set up Friday night in the fields behind the farmhouse. Saturday and Sunday people could visit the camps to see firsthand what camp life was like. They had the opportunity to participate in drills. Saturday a parade was held, starting at Oak Grove through Town to the Cemetery, to honor past servicemen. We thank the Millis Police Department for their service of escorting the soldiers safely. Saturday night campfires, songs and stories were shared by all.

The Commission participated in Pride Day, sharing the old books, maps and artifacts we had on display.

The Commission hosted our second open house "Holidays In An Olde Farm House". Thanks to all the Commission members for the extra effort and many hours getting the house ready and for decorating the house so beautifully

As always, we thank everyone who added a helping hand this past year

Respectfully submitted,
Jacqueline Graci
Chairman

REPORT OF THE MILLIS HOUSING PARTNERSHIP

During 1995 the Housing Partnership was involved in only one project. The proposed single family development known as Village Green received Board of Appeal approval under the Comprehensive Permit procedure and it is construction will began in the spring of 1995.

This plan allowed qualified applicants the opportunity to purchase homes at less than market value.

Twenty-three building permits were approved in 1995 and thirteen homes were occupied by the end of the year.

Respectfully submitted,
Joanne Andrews, Chairman
Susan Lockett, Secretary

Maragaret Clark
John Hinklev
Daniel Magnarelli

The Board of Library Trustees Annual Report for 1995

Voters at the May 1995 Town Meeting approved the plan for the Library to upgrade membership in the Minuteman Regional Library Network. Volunteers and staff have started work on the project, with the goal to "Automate by 1998." Voter's approval of the Memorial School renovation will allow the Library to return meeting room space to space for youth and young adult activities. Special note of Trustee Elliott Gessman's service to the Library is made, following his death this year.

Highlights of the Library Automation project are:

- Bar codes are being placed on all the books and other materials that circulate. Bar codes allow Library staff to keep track of materials in a manner similar to the way stores keep track of merchandise. Volunteer efforts are very helpful in this work.
- Designs are in progress for bar code scanners, computing terminals, telephone lines, and other technical equipment. Purchase of automation equipment is the last major expense in the project, planned for 1998.
- Library staff are being trained in the new ways to circulate materials, perform reference services, select circulating materials, and develop programs for Library patrons. Ongoing training is provided at monthly meetings of Minuteman Library members. Staff position descriptions are being updated to reflect the new work.
- *The Friends of The Millis Public Library* are fundraising to offset the start-up costs of the project. Many donations have already been received, with a focused effort planned for National Library Week during April 15 - 20, 1996.
- Planning continues with Library patrons to select the library services of most value in meeting the goals of the Millis Public Library from among all the services provided by Minuteman. Services are also being coordinated with the Town Computer Study Committee and the Educational Technology Task Force.

Completion of Dora's Room, the memorial to Dora Winiker Waldman, provided much needed space for meetings in Town, staff offices, and handicap access to the Library. Gifts from Honey Waldman and Gladys Brownstein provided much of the funds for renovations, with additional gifts

from *The Friends of The Millis Public Library* and a Town Meeting article. Design of a memorial display remains to complete the room, and the donation of some additional furniture is anticipated.

However, the meeting room space with handicap access came at the expense of space for youth and young adult Library Programs. On some evenings, as many as five meetings are in progress simultaneously at the Library. Approval of the Memorial School renovation is expected to reduce the demand for meeting room space in the Library, which will return the space for youth and young adult programming.

Donna Cabibbo accepted appointment by the Board of Selectmen to complete Trustee Elliott Gessman's term. Special acknowledgment is made of Trustee Gessman's service to the Library, as Chairman of the Board of Trustees and particularly for his work in completing the construction of Dora's Room. A memorial fund has been established in his name that will be used for the Library Automation project.

Respectfully submitted,

Daniel W. Harp, Chairman
Carole Greco
Donna Cabibbo

ANNUAL REPORT OF THE MILLIS PUBLIC LIBRARY 1995

Exciting events have taken place at the Millis Public Library during 1995 that will bring the library into the 21st century as a fully automated library. With the approval of the Automation Plan at the Annual Town Meeting, the library could proceed with the installation of wiring and some of the equipment needed to accommodate the computer workstations for access to the Minuteman Library Network (MLN).

During the next two years, the library will participate in the Minuteman Library Network as an Affiliate Member. This membership allows the library to have two ports (terminals): one for public access and another for staff use. Patrons are now able to look up library materials by author, title, subject or keyword in the database which includes materials from the Millis Public Library and over 30 other libraries in eastern Massachusetts. The staff and over two dozen volunteers have been busy bar-coding library materials as the first step in preparing the collection for entry into the database. The conversion process requires bar-codes on all materials, identifying materials in the database and attaching Millis' own identifying codes. Through the end of December almost all of the Children's collection has been bar-coded and the Adult area has been started.

All of our newest materials since July of 1994 have been entered in the database. Patrons can now find Millis' records when they are searching for our newest items. There are many options available including on-line indexes to periodicals, Internet access and an Information and Referral Database which includes information about local organizations such as meeting times, officers, purpose of the organization, cost of membership, services provided, etc. once we are "Full" members. Residents who have access to computers in their own homes or offices can locate Millis' records via the Massachusetts Library and Information Network (MLIN) on the Internet.

Once conversion is complete, we will enter patron information to prepare for checking books in and out on the terminals. The entire process is estimated to take 18 months to convert our holdings and two to three months to enter our patron records. We will be ready by July 1, 1997 (FY98) to go fully on-line. The cost for this project is to be paid for by the "Friends of the Millis Public Library" fundraising drive, "Automate by '98" headed by Martha Menne. The "Friends" are planning to raise 80% of the start up costs for the "Full" membership in two years.

During all the preparation for automation, the library has continued to provide its patrons with the latest "best sellers", popular reading materials and reference materials for students and lifelong learners. Circulation figures indicate over 48,592 items were borrowed during the year. In the Spring, the installation of a "People Counter" allowed the staff to track the number of people using the library each day (an average of 168).

Reference questions answered = 484

Approximate number of patrons who came to the library = 43,680

The Children's Room, headed by Mrs. Shirley DiCenzo, has been active with the always popular story hours during the Spring and Fall. The Summer Reading program for 1995, "Reading is Natural" provided the opportunity for new programs utilizing nature as a theme. Over the last two years the "Piñata" party has been so popular that it looks

as if it will become an annual event during the Christmas holiday season. This year the children made their own Piñata's at a Piñata Workshop early in December.

Attendance at Children's programs = 2,045

The DayCare Providers of Millis benefited from a grant received through the Board of Library Commissioners which allowed for the development of 25 "Library Bag" kits. Each "Library Bag" contains a topic of interest to young children and includes materials such as, books, audio tapes, puppets, puzzles, games, video tapes and two or three adult items for the DayCare Provider related to child development or activities. This service is a great time saver to DayCare Providers who previously had to spend their valuable time developing book lists on each topic.

The annual report would not be complete without a sincere thank you to all the volunteers who willingly give their valuable time and energy to so many projects at the library. The efforts of the automation volunteers and the volunteer coordinator will mean thousands of dollars in savings to the library. Our weekly volunteers who help process books, prepare for story hours, clip Millis' news from the local newspapers, feed the birds, water the flowers, prune the trees, work at the Book Sales, help with the fundraising efforts of the "Friends", each and every one makes the library a better place.

Volunteers = 1500 hours

It is gratifying to see that with all the new ways and means to access information your library is a very important resource within the community.

Merrily C. Sparling, Director

REPORT OF THE TOWN MODERATOR

The annual town meeting in May of 1995 was very well attended as there was a large agenda containing several high profile articles such as major sewer extensions and renovation of the Memorial School into a town hall facility. While most people anticipated something between a heated debate and an outright massacre, there was a great deal of cooperation and most of the articles were passed by a large majority with numerous questions but very little disagreement.

There was a second special town meeting held in the fall in order to address several financial adjustments which have to be made for the oncoming fiscal year as well as several zoning amendments to bring the by-laws up to date. The special town meeting was more lively and ornery, perhaps because many of the participants felt as if they had missed out on some fun at the annual town meeting. In any event, the business of both meetings was completed and the Town has undertaken quite a bit of work to improve the facilities available to Millis residents.

Again, I want to extend a thank you to all of the members of the Finance Committee. Over the years they have consistently provided a fair and reasonable analysis of the budget to the Town to assist the voters in making decisions. Running a small town like Millis has become a much more sophisticated and complex undertaking than it was years ago. There has been a constant growth and frequent changes in state and federal regulations regarding education, environment, policing and restrictions placed upon the ability of a town to raise taxes in order to pay for all of these required services. I again want to extend thanks to everyone who volunteers time and energy to assist in the process. Millis is still a small town and a good town and each contribution made by each individual adds to and improves the quality of life in the community.

Respectfully,

John G. Dugan,
Town Moderator

NORFOLK COUNTY MOSQUITO CONTROL PROJECT

Building #34 Endicott Street
Norwood, Massachusetts 02062
Telephone # (617) 762-3681

January 10, 1996

Town of Millis

1995 REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL PROJECT

The operational Project Program integrates all proven technologies into a system of mosquito control that is rational, safe, effective and economically feasible

All mosquito eggs need water to hatch and to sustain larval growth

Source Reduction Work: Our primary efforts are concentrated on the drainage of shallow, standing, stagnant water, and the maintenance of existing flow systems which contribute to mosquito breeding sources.

Drainage ditches cleaned	3,135 feet
Brush obstructing drainage cut	6,560 feet
Drainage reconstructed by wide-track backhoe	3,920 feet

Larviciding Treatment of mosquito larvae during aquatic development is the next most effective control effort.

Larvicide by backpack briquets mistblowers	21.46 acres
--	-------------

Adulticiding The suppression of flying adult mosquitoes becomes necessary when they are numerous, annoying, or threatening to residents

Adulticide fogging from trucks	400 acres
--------------------------------	-----------

Surveys, inspections, and monitoring in support of our program include locating and mapping breeding areas, larval and adult collections, and field work evaluations leading to better drainage

The Project received 24 calls from residents for information and assistance

Respectfully submitted,

John J. Smith, Superintendent

NORFOLK MENTAL HEALTH ASSOCIATION

886 Washington Street
Norwood, MA 02062

The Norfolk Mental Health Association, Inc. is a private, non-profit mental health organization with a forty year history of serving the citizens of twelve towns: Canton, Dedham, Foxboro, Medfield, Millis, Norfolk, Norwood, Plainville, Sharon, Walpole, Westwood and Wrentham. NMHA operates a range of programs and services through sites in Norwood, Wrentham, Walpole and several outreach locations in other communities. The Cutler Centers in Norwood and Wrentham provide a comprehensive array of counseling services including psychiatry, substance abuse treatment, and twenty-four hour crisis evaluation. HIRE Enterprises in Walpole offers sheltered vocational services and supported employment opportunities. Innovative parent education and support programs as well as early intervention services for children at risk/with developmental delays are offered at program sites and in outreach locations.

In October 1995, NMHA entered into a partnership with the May Institute to improve management and accounting practices while continuing to provide high quality services to the community. The May Institute has earned a reputation for state of the art management and clinical practices in the health and human service arena and we are enthusiastic about this association. Established in 1955, the May Institute offers a network of services across Massachusetts and recently moved their corporate services office to Norwood.

Dr. Robert Putnam will be leading management team for NMHA in the coming year. Dr. Putnam is the May Institute's Vice President for Mental Health Services and a licensed psychologist with 20 years of experience in the field of behavioral healthcare including over twelve years experience as the Director of a leading mental health organization in Massachusetts. Dr. Bruce Black joined NMHA as Medical Director in July 1995. Among other efforts in the past four months of the May partnership they have established an Anxiety Disorders Clinic for children and adults at the Cutler Center, providing a needed resource for the area.

In 1996, we will continue to provide a comprehensive array of high quality, outcome-focused mental health services with a goal of enabling those we serve to lead more satisfying and productive lives. A survey of clients, referral, and funding sources is being conducted in January and February 1996 to assess the quality of our services in 1995. The results of this, along with other information gathered through our Quality Improvement process, will guide us in the development and on-going refinement of our services. The following is a brief description of **services provided in 1995 to the residents of Millis:**

Using fully licensed social workers, psychologists and psychiatrists, Cutler Center offers a rich variety of skills and expertise to provide a wide range of needed services to children, adolescents and adults through group, individual, couples and family therapy. Some of the specific services and specialized treatment we provide are: Twenty-four hour crisis evaluation, Alcohol and Substance Abuse Treatment, Medication evaluation/management and other psychiatric services, Psychological Testing, Separation and Divorce Counseling, Families of Substance Abusers, and

Court Supported Programs such as Domestic Violence Prevention and Intervention, Supervised Visitation and Mediation Services. Each year we serve over 2,800 individuals through our treatment and support services. The following specialized programs are also offered:

Parent-Toddler Program, an educational and supportive experience for parents and their children from birth to age three;

Enhance Program, a pre-school program designed to meet the needs of children ages 3-4. By offering a stimulating hands-on learning environment, we are able to stimulate and enhance the child's physical, social, emotional, and intellectual growth.

Gym Program, a unique blend of counseling and physical activity for at-risk children between the ages of 5 and 15.

Positive Parenting, a program designed for parents to help them develop positive attitudes and skills that will make them more caring and responsible parents.

Community Education Programs including workshops on stress management, assertiveness training, and various clinical topics.

Our staff at all locations welcome the opportunity to provide information about our treatment services and specialized programs. They are also available to provide workshops and presentations on a variety of mental health related topics to community agencies, civic organizations, business and industry.

Those who came to us for assistance were often referred by friends, neighbors, family, clergy, educators, physicians or community agencies. The most common requests for help concerned problems such as depression and anxiety, marital or family relations, school or behavior-related problems, and for major mental illness.

NMHA's **HIRE Enterprises** provides vocational training in a sheltered rehabilitation setting for individuals with emotional, developmental or physical handicaps. Programs offered at HIRE include diagnostic evaluations, skills training, work adjustment training and counseling, sheltered employment, transitional employment and job placement. HIRE provides local and regional businesses and organizations with both high quality and competitive employees and through their workshop facility a source of contract labor.

In 1996, NMHA plans to expand the variety of services it provides to area residents through the needs assessment currently being conducted. Through our partnership with the May Institute we will continue our efforts to maximize the quality, effectiveness and responsiveness of all our services. Further information of our program and quality improvement goals for 1996 can be obtained by contacting our offices.

NMHA wishes to thank the citizens and town officials of our supporting towns for their continued financial assistance. Your funding helps us to meet the needs of those residents who would otherwise not be able to receive the treatment and support they need to remain or return to productive lives.

THE SOUTH NORFOLK COUNTY ASSOCIATION FOR RETARDED CITIZENS, INC.

With funding through the Millis Board of Health, The South Norfolk County Association for Retarded Citizens ("SNCARC") provides and supports services to citizens of Millis who are mentally retarded. The Association is a non-profit, membership-based organization of more than 500 members, governed by family members of those we serve, including community residents on the Board of Directors.

The Association's work is grounded in its Mission Statement:

"The Association is committed to securing for all people with mental retardation the opportunity to choose where and how they learn, live, work and play. This commitment is further extended to reducing the incidence and limiting the consequence of mental retardation through education, research, advocacy and the support of families, friends and community."

There are eight types of programs:

1. Vocational Training through Lifeworks Employment Services and Lifeworks NCE Pre-vocational program in Norwood, serving Millis residents
2. SNCARC Day Habilitation and Alternative Day Program in Westwood, serving Millis residents
3. Community Residential Facilities serving Millis residents
4. Advocacy to all Millis families who request
5. Social-Recreational and Special Olympics for people with disabilities
6. Respite Care and Family Support for Millis families in their homes, plus afterschool, weekend, and summer camp programs for Millis children
7. Elder Services to Millis citizens who are elderly and disabled
8. Clinical Services through Harbor Counseling and Education Center

Millis residents desiring these services for their family member with mental retardation or other developmental disability should contact the South Norfolk County Association for Retarded Citizens at (508) 359-5546, or (617) 762-4001. The Association welcomes visits from interested persons to its community-based programs.

REPORT OF THE OAK GROVE FARM COMMISSION

1995 was a productive year for the five-member Oak Grove Farm Commission. Our most important success was convincing the Finance Committee and the Town Administrator that a yearly appropriation was necessary. May's Town Meeting voted us \$3,000. This money was used to hire a professional tree service company to perform a "storm trim" of all the maple trees in the alley. These trees are a very important part of the scenic beauty at the Farm. The Commission felt that this was a priority.

A grant from Mass Releaf provided new maple trees to replace those already removed from the alley. Also, a number of dogwoods and hemlocks were planted.

We were able to obtain pre-release prisoners from the Pondville Correctional Center in Norfolk to help us clear brush along parts of Ridge and Exchange Streets. Our thanks to Dave Pizzi, Director of Community Services at Pondville, for all his help. This will be an ongoing effort, the goal of which is to open the views around the perimeter of Oak Grove Farm. We also purchased two chain saws to help us with this project as well as yearly trail maintenance.

The trails throughout the Farm have been a success. On any day of the week, people of all ages can be seen walking the Farm. Cross country skiers and snowshoers have also utilized the trails this snowy winter.

We installed locking chain gates at three locations to keep unauthorized vehicles out but to allow public safety vehicles easy access.

Veterans Field has seen limited use for both baseball and soccer this past year. The Commission will be working with the Millis Youth Baseball organization in the coming year to complete the infield and make other improvements. The outfield area will be available for soccer during the fall season.

The Millis Water Department installed a two-inch water service from Island Road onto Oak Grove Farm. A drinking fountain near the playground was also part of this project. This water service will provide us with the ability to irrigate the playing fields, provided of course, a means for paying for the water can be found. Our special thanks go to Water Department personnel Foreman Alec McColl, Albert Ricciardi, and Buddy Demery, Bob Volpicelli, Don Marragio, and Michael Perciaccante of the Department of Public Works.

Acts of vandalism continue, although to a lesser extent than years past. Dogs in the playground area, dumping, littering, and fires are still a problem. Please notify the Millis police with a license plate number or description of the parties involved. The Police will notify the Commission, who will act accordingly.

Thanks to the few volunteers who help out at the annual playground clean up, pick up trash, and remind others to do the same. Special thanks go to Bruce Bonzey, whose term on the Commission expired this year. And the Oak Grove Farm Commission welcomes Scott Maxfield as its newest member.

The citizens of Millis are invited to attend all meetings and are encouraged to bring ideas and suggestions for discussion.

Stephen G. Machnes, Chairman

Annmarie Fontecchio, Vice Chairman/Clerk

Scott Maxfield, Member

Meg Smith, Treasurer
Harold Curran, Member

Millis Planning Board - Annual Report

During the past fiscal year the Planning Board addressed a number of issues relating to the long-term growth of the Town. These issues included both new initiatives and continuing work on projects begun in prior years. The following is a summary of each issue and our accomplishments to date.

Master Plan Revision

Work continues on the project to update the Master Plan for the Town of Millis. Community meetings have been held to both inform citizens of the scope of this project and to elicit community support and involvement. We are pleased to report that a number of citizens have volunteered to work on various subcommittees formed to address particular components of the Master Plan. While community input will provide a framework for the plan, additional technical resources will be needed to complete many of the exhibits which will form an important part of the plan. Financial support from Town Meeting will be needed if we are to meet our goal of finalizing the Master Plan in 1996.

Zoning By-Law Revisions

Several by-law changes were recommended at the 1995 Annual Town Meeting. The recommendation for changes to the Site Plan Review process and groundwater protection by-law were accepted by Town Meeting. These changes were designed to clarify existing provisions of the by-law. We intend to continue our review of the zoning by-law with a view toward recommending periodic revisions and additions that will benefit the Town in general.

Street Acceptance

A number of streets in Millis are classified as *private ways*. To resolve this situation, the Planning Board, working in conjunction with the Town Administrator, has developed a plan to begin the formal acceptance of these streets as *public ways*. This will result in an increase in the number of miles of public streets in Millis and will entitle the Town to additional state aid for road maintenance.

Subdivision Development

The number of new subdivisions proposed in the past year has declined. While a number of subdivisions are at various stages of the approval process, the limited amount of land in the Town available for large scale development will moderate the growth of residential development for some time to come.

Commercial Development

Several commercial projects have been proposed in the Town including a request to remodel an existing gas station into a combination service station, mini-mart and automobile car wash. Each of these proposals will be subjected to a comprehensive review process to ensure that the interests of abutters and the Town at large are protected.

Route 109 Reconstruction

In January, the Planning Board and the Board of Selectmen hosted a joint meeting with representatives from the Conservation Law Foundation to discuss community impact issues associated with the reconstruction of Route 109. Given the Impact of this project on the entire town, citizen participation and comment are encouraged.

In January, the Planning Board learned of the passing of Henry Joyce. 'Steve' Joyce had been an active member of the Planning Board serving as Associate Member for the past two years. His gentle humor and participation in Board activities will be missed by all of us.

In conclusion, I would like to express our thanks to our colleagues on other boards and committees, the Town Hall staff and the Town Administrator for their support and assistance during the past year.

Respectfully submitted,

Scott Maxfield, Chairman
Catherine MacInnes, Clerk
Ronald Santospago
JoAnne Bragg
Donald Roman

MILLIS POLICE DEPARTMENT
ANNUAL REPORT

This was another sad year for the police department. The tragic and untimely death of Officer Kevin D. Fortier severely impacted all of us. In addition to his regular duties, Officer Fortier served as the D.A.R.E. Officer and spent many hours with fifth grade students. They, too, greatly felt this loss. The year was started with 12 officers, with one assigned specifically to traffic enforcement. This officer did a terrific job writing a total of 575 citations, which will amount to a total of \$34,605 in fines.

When the year ended, the department had ten officers with the retirement of Sergeant Frank S. Newell, Jr. Sgt. Newell started as a Patrolman in 1966 and retired on December 7th, completing almost twenty-nine years of service. For several years he served as the prosecutor for the department. We all wish him a long and happy retirement. At this writing we are just completing the hiring of two officers to fill these vacancies. It may be interesting to note that the size of the force was ten officers at the end of 1970. During those twenty-five years 38 full-time officers were appointed to the force. Many left to take positions elsewhere, a few retired, some passed on and one returned after serving two years in another department.

Equipment added to our department included: a new copier, a mobile camera system, and a new breath testing device. The latter two items were bought with funds received in full or in part from the Governor's Highway Safety Bureau. The department has also entered into the Western Norfolk County Law Enforcement Consortium. This consortium consists of the Towns of Foxborough, Franklin, Medway, Millis, Norfolk, Plainville, Walpole and Wrentham. Also included are the Massachusetts State Police in Foxborough and the Wrentham District Court. Our first major effort was to obtain funds through a federal grant that would tie us all together with a computer system. We are still anticipating approval on this grant. In the meantime, we have assisted each other with the use of personnel and equipment to better serve the extended community. These have included alcohol roadblocks, saturation patrols and checks on establishments serving or selling alcohol. In the near future, teams will be put together with the proper equipment to enforce truck violations in the various towns.

In closing, I would like to remind all of you that our department includes the dispatch and we are open and available to serve you twenty-four hours a day. I thank all the members of our staff for their services this year and extend that thanks to all other town departments for their continued help and cooperation throughout the year.

Respectfully Submitted,

Albert J. Baima
Chief of Police

1995

ARRESTS

Total	110
Operating With a Suspended/Revoked License	24
Operating Without a License	1
Operating Under the Influence of Alcohol/Drugs	13
Warrants	45
Domestic Assault & Battery/209A Violation	10
Possession of Controlled Substances	5
Breaking and Entering in the Night	1
Shoplifting	1
Minor in Possession of an Alcoholic Beverage	7
Rape	1
Assault & Battery With a Dangerous Weapon	1
Assault & Battery on a Police Officer	1

Please note that the above compilation represents only the initial charge of the arrest. Other charges may have stemmed from the above arrests also. Additionally, many other crimes or social problems are responded to and these may have been handled through summons, restitution, juvenile diversion, or agreement between the parties involved.

REPORT OF THE MILLIS RECREATION DEPARTMENT

Every resident of Millis, from pre-schoolers through senior citizens had the opportunity to benefit from the multiplicity of programs and special events offered each of the four seasons of 1995. The motto of the Recreation Department "Let's Be In It!" can be fulfilled by choosing any of the myriad of programs available throughout the year.

Your Recreation Department is successful because of the unwavering support from the Town Administrator, Board of Selectmen, School Department, Town Hall and Niagara Hall staffs, Police and Fire Department, Public Works Department, the Millis Public Library, the Amvets, the American Legion, Glen Ellen Country Club, Recreation Committee and local businessmen. The numerous volunteers involved with the Recreation Department positively impact the quality of our programs.

A sample of the numerous programs available from the Millis Recreation Department follows:

Pre-school: Ballet, Bowling, Dance Camp, Hodge Podge, Kindergym, Mom & Me, Music Makers, Park Programs, Soccer, Stories & Songs, Swim Lessons, Toddler Fun, Toddlertime Playgroup, Twisting, Turning & Tumbling, Valentine Party

Youth: Art, Baby-sitting Course, Ballet, Basketball, Bowling, Carpentry, Ceramics, Cheerleading, Computers, Crafts, Dance Camp, Fall Fun, Football, Golf, Horseback Riding, Indoor Swim, Jazz, Karate, Kooking for Kids, Lacrosse, Magic, Multi-media Video Studio, Native American Indian Arts & Crafts, Origami, Piano, Skin Care, Soccer, Tennis, Track & Field, Twilight Zone, Swim Lessons.

Adults: Aerobics, Art, Bead-It, Bridge, Cake Decorating, Ceramics, Chair Caning, Computers, Country Line Dancing, CPR, Cross-Country Skiing, Crafts, Faces, French, Golf, Holiday Shirts, Horseback Riding, House Banners, Internet, Italian Cooking, Lampshades, Millefiori, Quilting, Reiki, Self-Defense, Self-Improvement Workshops, Semi-Precious Jewelry, Tax Workshops, Tennis, Theatre Group, Volleyball, Yoga, Women's Night.

Trips and Special Events: Berkshires, Bermuda Cruise, Boston Marathon, Boston Pops, Christmas Concert, Easter Egg Hunt, ESP & Hypnotism, Father's Day Fishing Derby, Field Day, Inter-generational St. Valentine's Day Party, Millis Pride Day, Mother of the Year Contest, Nantucket Island, "Oldies Boston Harbor Cruise", Open Farm Day, Pop Piano Workshop, Radio City Music Hall, Rollerblading, Ski Trips, Smoking Cessation, Spring Flower Show, Summer Band Concert Series in the Park, Ukrainian Easter Egg Decorating, Walk for Hunger.

Respectfully submitted,
Janet McCarron, Recreation Director

REPORT OF THE SEALER OF WEIGHTS AND MEASURES

Sealing fees collected during calendar year 1995 totalled \$840.

Respectfully submitted,
Carol MacDonald,
Sealer of Weights and Measures

Report from the Millis School Committee

If I had to sum up this year in one thematic sentence, it would be: "A coming together of our community." The town heard the challenges of our school system and responded in kind. We saw the passage of our first school budget operational override at the 1995 Annual May Town Meeting and we are grateful for this support. Additionally, throughout the year we saw a real effort on the part of the municipal side of government to work closely with the schools in matters of buildings and grounds improvements, technological advances, safety issues, and funding an educationally sound budget.

The outset of the 1995-1996 school year saw David Egy newly elected to the Millis School Committee. At our May 2, 1995 reorganizational meeting Lisa Hansen was elected Chairman, and Susan Vecchi was elected Secretary. At that time we also said a "sad" good-bye to our recording secretary, Maureen Moresi.

Also in May we wished the graduating class of 1995 success as they began the next chapter in their life long process of education. Whether it be higher education or to the "real world," we hope they proceed with confidence to make their mark in the world.

In June we honored past School Committee Chairman Mike Nazarro in an evening of appreciation for his wisdom, leadership, vision, and for three years he served on the Millis School Committee. We also thanked former Superintendent Daniel Kehoe for his five years of service to the Millis Public Schools at a roast held in his honor at Glen Ellen Country Club. His vision for technology, an understandable budget process, support of the Russian-American program, and his leadership through the 1993 Education Reform Act are just a few of his many accomplishments at the Millis Public Schools.

Through a thorough search process, the Superintendent Search Committee provided the School Committee with three outstanding choices for Superintendent of the Millis Public Schools in April. The committee thanks them for their success and the time they gave to this project.

Although Dr. Caroline White officially began her tenure with the Millis Public Schools on August 1, it may have been hard to tell. You may have seen Dr. White at many events prior to her administration. She was visible at the 1995 May Town Meeting, High School Graduation, the Senior Prom and participated in many transitioning kinds of opportunities. These examples were just a preview to the dedication and professionalism that we see now.

August also saw the hiring of Joan Campbell as the Secretary to the Superintendent and Recording Secretary to the School Committee and

Kathy Tucci as clerk. Three months without a central office secretary left Mrs. Campbell with the extraordinary task of reorganization. It is a credit to our bookkeeper Sue Rukstalis, former clerk Maureen Upham and Mrs. Tucci for their help in the interim. Mrs. Upham resigned from her position in June.

Throughout the year we have been negotiating contracts with all bargaining units. January saw the ratification of the Teachers' Union Contract. Both sides worked hard towards developing a fair and equitable contract that fit within the scope of affordability for our town while recognizing the quality of our staff. We are very pleased at the professionalism displayed by the teachers through this process as they were without a contract for four months. At this writing, we still have a way to go with regard to all other contracts.

This report would not be complete without an update on the third year of the Massachusetts Education Reform Acts of 1993. The Millis schools continually strive to meet the intent of the law. We have examined the time students have spent in learning, we are in the second year of developing a Professional Development Program that will aid professional staff in recertification, we have articulated our curriculum pre Kindergarten through grade 12 and now we begin to compare this with the state's curriculum frameworks, curriculum steering teams are being formed, an Educational Technology Task Force has been formed to make recommendations on implementing reform through technology, a task force on World Languages is being composed as of this writing.

In conclusion, as you can see it has been a busy year for us. Be comforted to know that you have a very competent, dedicated, and capable staff leading the way. We ask as always, that you continue to be informed and continue to think seriously of the importance of the Millis Public Schools to you. We welcome your involvement and support and look forward to continuing to work together to provide every student with an outstanding education.

Respectfully submitted,

Lisa Hansen/Members of the School Committee

MILLIS PUBLIC SCHOOLS

Report of the Superintendent 1995

The year 1995 marked a transition between two superintendents. Mr. Daniel Kehoe, who had joined the Millis family in 1990, retired in August. Mr. Kehoe and I worked together to ensure a smooth transition for the system starting in May. I am most grateful to him for his assistance, openness, and welcoming manner which facilitated my initiation into the Millis Public Schools. I am most appreciative.

Educational reform's impact on all school systems really began to have an effect during the last school year. After input from numerous professionals in the field, the initial drafts of the state's Curriculum Frameworks became available to the communities. In Millis, staff began the arduous task of reviewing drafts, comparing our curriculum offerings to the drafts, and giving both written and oral responses to the drafts. The Department of Education ran workshops to train teams of educators, parents, and community people in the skills needed to steer educational reform. Millis received funding to have a team participate in this endeavor. The team members included:

Mr. Paul A. Brunelle, Principal, Millis High School
Mr. Michael Cangi, Computer Systems Manager
Mr. Thomas M. Deffley, Principal, Clyde Brown School
Ms. Marilyn Dewar, Teacher, Millis High School
Ms. Lisa Hansen, Chairperson, Millis School Committee
Mr. Daniel K. Kehoe, Outgoing Superintendent
Ms. Sheryl Lajoie, Parent, School Council Member
Ms. Maureen Maguire, Teacher, Millis Middle School
Dr. Carol MacDonald, Teacher, Clyde Brown School
Mr. William P. Melvor, Principal, Millis Middle School
Ms. Nancy McGhee, Teacher/Coordinator, Music Department
Ms. Susan Vecchi, Member, Millis School Committee
Ms. Jane Walker, Assistant Principal, Clyde Brown School
Dr. Caroline M. C. White, Incoming Superintendent
Ms. Elizabeth Works, Teacher, Millis Middle School

This team has continued to meet throughout the year to ensure that the message of educational reform lives and grows here in Millis. We are committed to helping this community take small but continual steps forward to take an excellent school system and make it even better.

World languages is one area of educational reform which will require our attention in the near future. The state expectation that our students will be able to demonstrate proficiency in a world language is requiring us

to take a comprehensive look at various models of service delivery which can help us meet the challenge for our students. We expect that, with the input of staff and parents, we can develop a plan which will allow us to address this issue in a manner which will maximize the opportunities for our students.

An excellent rapport and working relationship has been established between the administration and the Millis Teachers Association. I am most appreciative of the open communication and trust which has developed. I look forward to continued collaboration between the administration and the teachers as we go forward. This type of atmosphere clearly will have a positive benefit for all of the children in Millis.

We in the Millis Public Schools were saddened at the deaths of three people who have contributed much to the schools. Mrs. Jean Manning (a cafeteria associate since 1983), Mr. Kevin Fortier (the Millis D.A.R.E. Officer), and Mr. Nicholas Diamandis (a volunteer extraordinaire) are all sorely missed.

We are grateful that the residents of Millis supported our efforts for an override. The additional \$171,000 which it provided was put to good use to expand programs to meet our ever-increasing student population. On October 1, 1994, the school enrollment (including 30 choice students) was 1166. On October 1, 1995, the school enrollment (including 30 choice students) was 1184. With the amount of new housing "in the works," we can expect to have significant enrollment growth over the next several years.

M.E.R.I.T. (Millis Educational Resource Initiatives Team), continues to provide our staff with funding for innovative pilot projects. Our staff members continually come up with new ideas and techniques which they would like to try. Through the generosity of M. E. R. I. T., several of these ideas are funded each year. We are most appreciative of all of those citizens who support M.E.R.I.T. and all of the volunteers who work so hard to raise and distribute those funds.

Millis was very fortunate this year to win a competitive three year grant for our Russian-American Educational Collaborative Program. The initial year of funding is \$35,000. These monies fund a teacher, curriculum development, and coordination. For the first time, all three schools have students participating in the Russian program. Technology continues to facilitate communication between our students and our sister school, Moscow School 1140. The Internet's potential is just starting to be tapped.

Town Meeting authorized an architectural study to determine what needs to be done to bring our Middle School / High School facility up-to-date. The Permanent Building Committee selected Archetype Architecture,

Inc. to complete this study. Preliminary results of this study have just been brought to the School Committee, the Permanent Building Committee, and the Finance Committee. A preliminary meeting has just taken place between the administration and the School Building Assistance Bureau to examine available procedures, requirements, and time-tables necessary to secure possible reimbursement for the needed construction renovations.

Our goal is to work with the Town to maximize the chance for reimbursement and pursue a schedule which will coincide with the decrease in the Town's debt obligation. Hopefully we can find a way to provide a state of the art building which can carry this community well into the middle of the next century.

Finally, I would like to thank the residents of Millis for the extraordinary welcome with which they have accepted me as the new superintendent. Together we will ensure an outstanding program for all of our children.

Respectfully submitted,

Caroline M. C. White, Ph. D.
Superintendent of Schools

REPORT OF THE HIGH SCHOOL PRINCIPAL

This is my twenty-first annual report to the town of Millis.

The official Millis High School enrollment as of October 1, 1995 was 262, a slight decrease (6 students) from the previous year. Of the 262 students in attendance, 10 of those are residents outside the Millis community and attend under the auspices of the "Choice Program".

The Millis High School Council for the 1995-96 school year is as follows:

Principal	Paul A. Brunelle, co-chair
Teachers	William Dooling Andrew Marak
Parents	Janice Burnett Sheryl Lajoie, co-chair Karen McDonough
Community	Yolanda Ferzoco Judy Malouf Kathy Tocci
Students	Julie Bateman Nate Jardin

Students selected to represent Millis High School at Boys State, Girls State and the Trooper Program, all sponsored by The American Legion Post, are as follows: Boys State - Tom Coulter, Nate Jardin, and Andy Macaione; Girls State - Tracey Apone and Jennifer Morse; and The Trooper Program - John Maloney; Chris Soffayer; and Frank DeLuca.

The Millis Chapter of the National Honor Society held its annual induction ceremony on Thursday, May 11, 1995. Inductees were: Tracey Apone, Kristin Cady, Lesley Chamberlain, Adam Coppola, Paul Cornoni, Ceara Cutler, Stacy Diamandis, Ian Gagne, Erin Howie, Sat Jiwan Khalsa, Danielle MacQuarrie, Tara McDonough, and Jennifer Morse.

The school held its seventh annual Science Fair on Friday, March 3, 1995. First place winner was Annabelle Sullivan for "The New American Line". Other winners were: second place - Sherie Shluzas and third place - Peggy Shluzas.

In the Regional Fair, March 25 at Bridgewater State College, Annabelle Sullivan won second place for her project. Sherie Shluzas and Peggy Shluzas each won honorable mention.

Each year, the Greater Milford Chamber of Commerce holds a dinner at the Sheraton Milford honoring the top 10% of the current graduating class. This year's honorees from the Class of 1995 and their schools are:

Sat Jiwan Khalsa	Brandeis University
Jeffrey Brown	Dartmouth College

Kristen Santillo	Boston College
Brandon Davidson	Williams College
Jason Cady	Bryant College
James Chanonhouse	Boston University
Annabelle Sullivan	Boston College

The graduating class of 1995 consisted of 65 students, 30 males and 35 females. Seventy-nine percent of the graduates or 51 students out of the 65 students are attending either a four year or a two year college. Four students have entered the military, one student has not yet made any specific plans. This year forty-two percent of the students attending four year colleges have chosen public institutions, while fifty-eight percent will attend private schools.

The Final Report of the Visiting Team of educators from the New England Association of Schools & Colleges was received early in the year, with a letter advising the school department of Millis High School's accreditation status. The good news was that Millis High School was granted "continued accreditation", however, it was placed on "warning" as the Standard on Assessment of Student Learning and School Performance did not meeting require criteria five specific recommendations. The Follow-Up Committee, along with the high school staff addressed these during the subsequent release days and issued its plan for meeting the standard in a Special Report mailed on December 20, 1995. We are awaiting the results of that report, while continuing to formulate the "Two-Year Report", which is part of the normal process and due in October 1996. Overall, the staff and I were quite pleased to have received such a generally favorable report, given some of the net losses in staffing and budgeting experienced over the past decade, since the last visitation by the NEAS&C.

In retrospect, the past year has been exciting and busy. With the Reform Act and its various provisions and expectations, our educators have been busy trying to align their curriculum with the new Frameworks; scheduling has been examined and is being modified to better meet the expectations of the Time on Learning requirements; a new administrative software system has been adopted to better serve all constituencies, technological advances are being addressed as essential in building a school for the future, and increased curricula opportunities are being examined to enhance and expand student learning.

Respectfully submitted,

Paul A. Brunelle

MILLIS HIGH SCHOOL GRADUATION CLASS

JUNE 1, 1995

MAGNA CUM LAUDE

Jeffrey Alan Brown
James Michael Chanonhouse

Brandon Charles Davidson
Sat Jiwan Singh Khalsa

Kristen Marie Santillo

CUM LAUDE

Arison Lee Bellan
Jason Cady
Adam Michael Coppola
Brandi-Leigh Ganusko

Paula Ann Jones
Hillary Amy Larkin
Sherie Georgene Shluzas
Laura Anne Strickland

Annabelle Valerie Sullivan
Stephanie Elizabeth Anne Vercht
Dawn Marie Watson

BOYS

*Henning Arnesen
Christopher Mathew Bell
Dale Vincent Bickford
Mike Blomstrom
Jeffrey Alan Brown
Jason Cady
Kemal Rahmi Canlar
Mark Joseph Caulfield
James Michael Chanonhouse
Adam Michael Coppola
Charles Fahey Cotton
Scott Joseph Crist

Brandon Charles Davidson
Michael Edward Davies
Michael Christopher Day
Corey William deVos
Brian Charles Ebel
Gino Alan Gentile
Mark Anthony Godlewski
Matthew David Howarth
Sat Jiwan Singh Khalsa
Brian Donald Kraby
Michael Robert Levy

Mark Edward Lynch
James Martin Madden
Paul Jeffrey McMahon
Matthew Merritt Mertz
Jesse Neville
Jason Allan Nyborn
Scott Michael O'Hara
Lee Henry Spencer
Michael Richard Tarara
Eric James Taylor
Mark Russell Whittaker

GIRLS

Gina Rene Acerra
Kelly Ann Bearer
Alison Lee Bellan
Kathryn Helene Boggs
Suzanne Beth Collins
Heather Marie Davis
Suzanne Marie Dunn
Christine Marie Farnsworth
Lauren Alanna Fasanello
Catherine Lelia Fuller
Brandi-Leigh Ganusko
Shannon Christine Gemellaro

Paula Ann Jones
Alison Paige Katinger
Susan Lee Kodzis
Lauren Marie Kulesza
Hillary Amy Larkin
Carrie Anne Lynn
Kristen Elizabeth Maloney
Sara Alison Morris
Katelynn Marie Mullen
Meredith Ellen Pesta
Jennifer Rose Pitner

Jodie Dawn Roberts
Kristen Marie Santillo
Gretchen Irene Schulz
Sherie Georgene Shluzas
Kerry Marie Strange
Laura Anne Strickland
Annabelle Valerie Sullivan
Stephanie Elizabeth Anne Vercht
Dawn Marie Watson
Sara Michelle Withee
Sherry Anne Yeager

*Honorary Diploma

MILLIS HIGH SCHOOL
1995 GRADUATION AWARDS AND SCHOLARSHIPS

<u>AWARD/SCHOLARSHIP NAME</u>	<u>RECIPIENT</u>
Valedictorian Award	Sat Jiwan Singh Khalsa
Richard Pixley Memorial Award	Jeffrey Alan Brown
Harvard Book Award	Jennifer Morse
Science Award	Sat Jiwan Singh Khalsa
French Award	Dawn Marie Watson
English Award	Kristen Marie Santillo
Mathematics Award	Sat Jiwan Singh Khalsa
Music Award	Annabelle Valerie Sullivan
Art Award	Michael Christopher Day
Business Award	Jason Cady
Physical Education Award	Jeffrey Alan Brown
Spanish Award	Sat Jiwan Singh Khalsa
Student Council Award	Laura Anne Strickland
Bausch and Lomb Science Award	Sat Jiwan Singh Khalsa
T.V. Production Award	Kemal Rahmi Canlar
President's Award For Educational Excellence	Jeffrey Alan Brown Sat Jiwan Singh Khalsa Brandon Charles Davidson Kristen Marie Santillo James Michael Chanonhouse
President's Award For Educational Improvement	Alison Lee Bellan Jason Cady Hillary Amy Larkin Annabelle Valerie Sullivan Dawn Marie Watson Stephanie Elizabeth Anne Verch Brandi-Leigh Ganusko Adam Michael Coppola Laura Anne Strickland Sherie Georgene Shluzas Paul Ann Jones
United States History Award	Jeffrey Alan Brown
Mary K. Gavin Award	Jeffrey Alan Brown
Friends of the Millis Public Library Scholarship	Kristen Marie Santillo

Warsofsky Family Memorial Scholarships

Joseph & Ida Warsofsky
Benjamin Warsofsky
Sarah Warsofsky Stein
Annie Warsofsky

Brandon Charles Davidson
Sat Jiwan Singh Khalsa
Catherine Lelia Fuller
Sherie Georgene Shluzas

Dr. George C. Roy Student Council Scholarship

Brandon Charles Davidson

Dr. George C. Roy Memorial Scholarship

Dawn Marie Watson

Morris C. & Judith Mushnick Memorial Scholarship

Sat Jiwan Singh Khalsa

Eddie Sims Memorial Scholarship

Michael Richard Tarara

Alumni Scholarship #1

Sat Jiwan Singh Khalsa

Alumni Scholarship #2

Dawn Marie Watson

Margaret K. & James F. Tabarani, Jr. Scholarship

Scott Michael O'Hara

Joseph L. & Edith G. Ford Memorial Scholarship

Jeffrey Alan Brown

Pauline L. Smith Medical Services Scholarship

Brandon Charles Davidson

Atty. Peter J. Kenney Millis-Medway Memorial
Athletic Scholarship

Brandon Charles Davidson

Frank L. "Lorry" McDonough Music Scholarship

James Michael Chanonhouse

Dexter M. Gould Scholarship

Adam Michael Coppola

The Diane Hatch Memorial Scholarship

Stephanie Elizabeth Anne Verch

Jane Rogers Music Scholarship

Annabelle Valerie Sullivan

Virginia (Paur) Gilpatrick Memorial Scholarship

Brian Donald Kraby

Clay and Michael Larcom Scholarship

Mark Joseph Caulfield

Randy Dixon Scholarship

Kristen Elizabeth Maloney

Wilmae C. Thorne Memorial Scholarship

Kristen Elizabeth Maloney

Middlesex Savings Bank Scholarship Grant

Kemal Rahmi Canlar

Jewish War Veterans Brotherhood Program

Kristen Marie Santillo

Millis Firefighters Association Scholarship

Gretchen Irene Schulz

Millis Lions Club Scholarship

Jeffrey Alan Brown
Brandon Charles Davidson

CSF Scholarships:

Roche Bros. Supermarkets/
Millis Family Health Center/
Bramin Advance Industries

Jeffrey Alan Brown

Braman Screw Machine/
Howie Oil Co./
Millis Plumbing Co.

Jason Cady

Gertrude & Theresa Fraser Memorial/ Oak Tree League/ Edward Kerwin Memorial	Brandon Davidson
Dugan & Cannon Law Offices/ Metropolitan Removal Co. (in memory of Edward M. Walsh)	Sat Jiwan Singh Khalsa
Century 21 John Harkey Realtors/ Tresca Brothers/ Millis Used Auto Parts	Kristen Marie Santillo
CSF National Scholarship	Jeffrey Alan Brown
Millis Teachers' Association Scholarship	Jeffrey Alan Brown
The Cheryl Russo Scholarship	Dawn Marie Watson
Simon Novick Scholarship	Laura Anne Strickland
Millis Police Association Scholarship	Katelynn Marie Mullen
Millis Youth Baseball/Softball Scholarship	Jason Cady Kristen Elizabeth Maloney
Millis Soccer Club Scholarship	Jeffrey Alan Brown Sara Michelle Withee
Aram Karoghlanian Tennis Scholarship	James Michael Chanonhouse
Sylvia and Joseph Novick Scholarship	Annabelle Valerie Sullivan
The Millis Amvets Post #495 Auxiliary Scholarship	Gretchen Irene Schulz Jennifer Rose Pitner
Tri-Valley Amvets Post 495 Scholarships	NONE PRESENTED
Niles Rosenfeld Scholarship	Adam Michael Coppola Brian Donald Kraby Kristen Elizabeth Maloney Kristen Marie Santillo
Millis Republican Town Committee Scholarship	Kristen Elizabeth Maloney
GAF Corporation Scholarship	Kristen Marie Santillo
The Frank Keaney Scholarship	Kristen Marie Santillo
Millis Boosters' Club Scholarships (Given out at Class Day)	Alison Lee Bellan Jeffrey Alan Brown James Michael Chanonhouse Brandon Charles Davidson Paula Ann Jones Susan Lee Kodzis Hillary Amy Larkin Kristen Elizabeth Maloney Katelynn Marie Mullen Meredith Ellen Pesta Jennifer Rose Pitner Sherry Anne Yeager

PUPIL PERSONNEL SERVICES DEPARTMENT

The Pupil Personnel Services Department has continued to offer screening for all three and four year old children. According to the Massachusetts Special Education Law Chapter 766, each school system must offer to the parents of these children the opportunity to have their child screened for any potential educational, speech and language and/or vision and hearing concerns. This screening is in addition to the mandated Kindergarten Screening Program that was conducted in September for all Kindergarten students.

The morning and afternoon fully integrated pre-school program has continued to offer a two day program for children 3 years old, and a three day program for children 4 years old. This program meets the needs of identified special needs students and has space for tuition paying students. The tuition is used to offset the cost of the program to the school system and town.

This year an inclusion grade class existed in each of the 6 grades in the Clyde Brown School. These classes consist of regular education students and special needs students. A regular education teacher team teaches with a special education teacher which not only benefits the students with special needs but all students in the class. This programming allows for more flexibility and more individual attention for each child. The services to both the special needs and regular education students are in small groups. The Millis Public Schools has been working on an inclusion program so that the students with special needs receive instruction within the regular classroom. This is to ensure our compliance with state and federal special education regulations that mandate education of all children with special needs in the least restrictive setting. Our goal is to have an inclusion classroom at each grade level, preschool to 12.

The Guidance Department provides high quality service to all students, in order to enhance positive growth, to prevent problems, which may interfere with learning; to prepare students to cope with existing difficulties and to provide intervention in crisis situations. They provide information and referral services to students, staff and community, regarding such topics as substance abuse, smoking and other pertinent social/health issues.

This year, the high school have two new guidance counselors. They have brought new ideas and have generated alternatives for counseling services. The High School Guidance Department provides its structured guidance classes. For each grade level pertinent topics are presented in lesson or group discussion format.

The High School guidance service has available a computer program for students to use, to search for information on colleges and training institutions, as well as information about varied careers. All junior and senior year students receive information on colleges, financial aid, application procedures and other resources available to students and their parents.

Funding from the Governors Alliance Against Drugs Grant and the Comprehensive Health Grant written by the Pupil Personnel Department has enabled us to continue several successful Student Programs, the Peer Leaders Program, the Little Brother - Little Sister Program and the Millis Chapter of S.A.D.D. (Students Against Drunk Driving). These programs provide positive learning experiences for our students, K-12.

To maintain a safe and healthy school environment for students and staff, the Health Services Department provides primary care to sick or injured students, and staff, they perform health assessments, they develop with physicians, parents, and other school staff medical treatment programs for individual students. They actively participate in the screening of, the evaluation of, and the provision of services to students with special needs. Each staff member serves as a resource for students, teachers, and parents in matters of medical and health concerns.

In compliance with the Massachusetts State Law, The Health Services Staff ensures that all students are properly immunized and student health records are current. The staff ensured that 7th grade students meet the revised immunization regulations concerning the addition of a measles booster immunization before the students enter their 7th grade year. Annual screening, programs for vision, hearing and detection of scoliosis are conducted. The staff ensures that physical examinations required for students in grades 3, 7, and 11, as well as for participation in sports, are completed in a timely manner.

MILLIS MIDDLE SCHOOL

ANNUAL REPORT

1995

Nineteen ninety-five was a year filled with change and challenge here at The Middle School. Our Student Council advisor, Mrs. Works, applied for and received a grant to take part in Framingham State College's Christa McAuliffe Challenger Program. For ten weeks 36 sixth graders met on Monday night to prepare for a simulated flight aboard a space shuttle. Crews practiced applying through math, science and practical problem solving to prepare for the flight. Millis Middle Challenger tee shirts were designed and passed out to our astronauts. The program was exciting and demanding; our students had a memorable experience.

Health issues were discussed at grades 6, 7 and 8. Coordinated by our consumer family science teacher, Mrs. Maguire, dedicated programs involving issues from tobacco, drugs, alcohol, decision making and nutrition were discussed. Students now have a health class for at least one term, four days per week for an entire term.

This year the middle school received much needed funding due to the school override. New classroom furniture plus eight new chalkboards were installed. New supplies, texts and additional guidance services were added to our school. Our seventh grade math teacher, Ms. Johnson, is piloting a new integrated math series that we hope will be successful in other grades. We are very grateful to the community that provided us the ability to support our classes and school.

Our Grandpals Program continued to be a tremendous success. At the end of the year luncheon, students and seniors swapped poems and stories. Tee shirts, with a logo that was designed by our seventh graders, were passed out. In the fall, classes in computer science as well as shared reading experiences, were held at grades seven and eight. Our seniors and students were able to read a common novel and discuss it in a small group setting. Grandpals truly are great pals!

Curriculum Reform has also had an effect on our school. The state educational frameworks have been reviewed by our staff. We have developed an outline of what we teach and are currently examining the differences in content to what the curriculum frameworks suggest. It is our goal to insure that we meet or exceed the frameworks curriculum at all levels. Many of our staff have participated in taking a course entitled "Creating a Thinking Classroom," a course that deals with teaching higher order thinking skills.

Lastly, we offered enrichment activities such as Odyssey of the Mind and

Math Counts. Our new Jazz Band won a silver medal at a middle school competition. Traditional activities such as dances, clubs, ski trips and honor breakfasts rounded out another successful year at Millis Middle.

Respectfully submitted,

William P. McIvor
Principal

CLYDE F. BROWN SCHOOL

ANNUAL REPORT, 1995

Staff development, student enrichment and parent involvement were important factors in the elementary school this year. The staff participated in The Writing Workshop taught by Mary Ellen Giacobbe and funded through MERIT, the Stone Center workshops also funded by MERIT, the Teachers As Readers effort, and other workshops and conferences which included such topics as alternative pupil assessment, special education, reading, and computer education. The Author/Illustrator program sponsored by the Clyde Brown Home and School Association, Classroom Afloat and the link via the Internet with the ship "Concordia", the DARE program, various field trips, the collection of food items for the Millis Ecumenical Food Pantry, a trip to the opera, the Disabilities Awareness program, the Fourth Grade Science Fair, Charlotte's Webb Fair, Grade Five Talent Show, the Little Sister/Little Brother program, and the Reading Is Fundamental book distribution, and annual Book Fair were some of the events and happenings in which the students participated. One group of third graders made a presentation to the School Committee.

The Clyde Brown Home and School Association has been very active and continues to contribute greatly to the life of the school and parent involvement therein. In addition to their monthly meetings and in reaching out to all Clyde Brown parents and guardians, the association has provided a number of programs and projects for parents and students. The most obvious and dramatic was the work of the Beautification Committee whose efforts last spring in planting trees, shrubs and flowers helped make the front of the building extremely attractive. Several staff members gave reports or descriptions of programs during meetings thus providing useful information to parents. The Stone Center sponsored a series of parent workshops which was conducted by the school counselor and funded by MERIT. The One-Of-A-Kind Book Fair enabled parents to purchase quality children's literature at bargain prices. We are able to have this program through the generosity and work of the editor of children's books at the Boston Globe. The Home and School Association, through a series of carefully planned fund raisers, has enabled the school to fund or purchase, in addition to the above, books and materials for classrooms and the library/media center as well as other items to expand and enhance our computer program. The academic year culminated with the annual Teacher Appreciation Luncheon put on by the Association.

The Clyde Brown School Council presented its annual School Improvement Plan to the School Committee in November. The Plan highlighted some of the accomplishments of the group together with goals for the coming year. The goals centered on staff and curriculum development and student academic and social enhancement. The council

made recommendations in the interest of helping correct some of the traffic and safety issues around the arrival and dismissal times of pupils.

The staff of the Clyde Brown School wishes to thank the Superintendent of Schools, the School Committee, the Clyde Brown School Council, the Clyde Brown Home and School Association and the citizens of Millis for their continued interest and support.

Respectfully submitted,

Thomas M. Deffley
Principal

Computer Services Department Millis Public Schools

For the past 18 months the Millis School System has adopted an ambitious agenda in an attempt to bring the information technologies, which will be necessary for a successful educational program in the next decade, to the students and staff of the Millis Public Schools.

This agenda overlaps and supports the current state and local education reform initiatives recently established for school systems in Massachusetts. The focus of these efforts is concentrated in four broad areas:

- Upgrading of equipment and services
- Development of local and wide-area networks
- Professional development and staff training
- Short term and long term technology planning

The Millis schools are in the midst of upgrading the classroom Apple //e computer technology of the 80s to the multimedia, networked processors of the 90s. The school system is also upgrading its 17 year old student record system, which currently runs on a Wang 2200 mini computer, to a modern comprehensive student record system which will be available to all appropriate staff and administrators on a MacIntosh network. The new system will allow each school to track more accurately and completely student attendance, grading, and scheduling information as well as biographical, disciplinary, sports, and health records. As soon as networking services are complete, staff in all buildings will have instant access to appropriate student information and teachers will even be able to submit grades and other information electronically.

With the support of town articles in FY'95 and FY '96, and with the help of matching grant monies from the Commonwealth and various other sources, the schools have developed several Local Area Networks (LANs) and are researching connectivity options to complete a Wide Area Network (WAN) of all major buildings and services. The High/Middle School building has two LANs. There is an administrative network and a second network for curriculum purposes which focuses around three rooms including the Media Center. This network boasts a 56KB direct InterNet connection which is available to all terminals on the curriculum network. This network will eventually extend to every classroom in both the Middle School and High School wings. The Clyde Brown facility was just recently wired with a network drop in every classroom and major office in the building. Network equipment and initial computers will soon be in place. Initiative are underway to connect the three networks so that all staff and students on any of the three networks will have internal and external

e-mail communication plus other InterNet services now available in the HS/MS facility.

In order to transition the professional staff from the technology of the '80s to the emerging technologies of the '90s, the Professional Development Committee has begun a series of workshops designed to ease that change. The workshop series, which is being repeated in the Fall, Winter, and Spring sessions, is focusing on the "how to" training needed to make staff aware of the possibilities of the technologies. The offerings include: Intro to the Mac (an initial training session for novice users), Intro to ClarisWorks (an introduction to the popular integrated program capable of desktop publishing, multimedia presentations, and connectivity solutions), and Intro to Networking & the InterNet (a primer on how to use the computer network and specifically our InterNet connection). Once the initial round of workshops are given and teachers have had time to learn the technology, the work of improving teaching and learning using technology will take place in earnest. Successive workshops will focus on how to integrate technologies into the curriculum while the initial workshops will continued to be offered to make sure everyone gets the needed training.

All of the above efforts are a result of ongoing short term and long term planning processes implemented to focus on the guiding principles outlined by the 1993 Massachusetts Education Reform Act in combination with the technology initiative of the act, called Massachusetts Education OnLine (MEOL). As part of these processes, the Educational Technology Task Force was assembled to design a long term technology plan for the school system in conjunction with the town. This 18 member committee, chaired by school Computer Systems Manager, Michael Cangi, has membership from school staff, business and community leaders, and parents. Its charge is to develop a 5 year district technology plan with a first year action plan which will be submitted to the State Department of Education for approval. Once approved, the town would be eligible for any matching funds that would be made available for communities in Massachusetts by the DOE.

The schools are working hard to use technology to improve teaching and learning for the children of Millis and we need your support to carry our efforts into the 21st century.

FINANCIAL STATEMENT FY95

SUMMARY OF SALARIES	APPROPRIATED	EXPENDED	BALANCE
Central Office	135,373.00	136,411.00	-1,038.00
Elementary School	1,279,356.00	1,273,880.00	5,476.00
Middle School	773,034.00	773,168.00	-134.00
High School	867,105.00	868,283.00	-1,178.00
Computer Instruction	99,040.00	99,039.00	1.00
Other Salaries	157,106.00	157,335.00	-229.00
Student Activities	81,471.00	80,791.00	680.00
Pupil Personnel	104,765.00	107,307.00	-2,542.00
Special Education	637,414.00	612,951.00	24,463.00
Medical Services	37,229.00	39,261.00	-2,032.00
Transportation	72,913.00	80,496.00	-7,583.00
Maintenance	217,759.00	224,616.00	-6,857.00
TOTAL SALARIES	4,462,565.00	4,453,538.00	9,027.00

SUMMARY OF EXPENSES

Central Office	33,970.00	54,562.00	-20,592.00
Elementary School	38,950.00	42,289.00	-3,339.00
Middle School	28,838.00	26,601.00	2,237.00
High School	39,960.00	44,116.00	-4,156.00
Computer Instruction	16,350.00	15,981.00	369.00
Other Expenses	22,951.00	22,308.00	643.00
Student Activities	15,439.00	13,090.00	2,349.00
Pupil Personnel	3,275.00	3,833.00	-558.00
Special Education	247,188.00	248,279.00	-1,091.00
Medical Services	3,275.00	1,331.00	1,944.00
Transportation	42,150.00	49,312.00	-7,162.00
Maintenance	150,480.00	155,686.00	-5,206.00
Utilities	190,841.00	165,306.00	25,535.00
SUB-TOTAL	833,667.00	842,694.00	-9,027.00
TOTAL EXPENSES	5,296,232.00	5,296,232.00	0.00

FINANCIAL STATEMENT FY 95

7/1/94

7/1/95

REVOLVING FUNDS	BALANCE	RECEIPTS	EXPENDED	BALANCE
Adult Practical Arts	3,073.08	16,016.00	14,450.55	4,638.53
Athletic	2,264.61	43,534.25	42,627.18	3,171.68
Custodial Revolving	-24.45	7,083.31	8,393.17	-1,334.31
Lost Book Revolving	67.72	0.00	0.00	67.72
Millis Pre School	3,554.00	17,125.00	19,610.66	1,068.34
School Vandalism	768.72	220.93	180.88	808.77
School Rental	8,852.25	7,575.84	2,001.05	14,427.04
Middle School Athletic	0.00	1,820.00	1,328.00	492.00

7/1/94

7/1/95

GRANTS	BALANCE	RECEIPTS	EXPENDED	BALANCE
Drug Free Schools	0.00	5,077.00	5,072.89	4.11
Chapter One	6,677.00	70,698.00	72,305.00	5,070.00
Chapter Two Block	0.00	2,618.00	2,618.00	0.00
Early Childhood	0.00	21,000.00	20,993.00	7.00
PL89-313 Grant	0.00	4,400.00	4,400.00	0.00
Title VIB 94-142	0.00	86,970.00	86,902.00	68.00
Eisenhower Grant	0.00	2,250.00	2,250.00	0.00
SPRIG Strength	0.00	9,000.00	8,995.70	4.30
Health Education	0.00	31,540.00	31,476.00	64.00
Info Technology	0.00	31,670.00	31,648.00	22.00
ED Reform PDP	0.00	3,672.00	3,672.00	0.00
Curriculum Framworks	0.00	2,448.00	2,448.00	0.00

TRI-COUNTY REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT

ANNUAL REPORT 1995

In July 1995 the School Committee reorganized and elected the following officers: Victor Knustgraichen (Wrentham) Chairman, Alan Lovely (Vice Chairman) Plainville, and Robert Heavey (Medway) Secretary.

The School Committee conducts its regularly scheduled meetings on the third Wednesday of each month at 7:30 P.M. in the Committee Meeting Room at the school. Sub-committee meetings are scheduled as needed.

Graduation:

On June 4, 1995, 126 students were graduated in an impressive afternoon ceremony. Janice Young, Chairperson of the Tri-County School Committee, delivered the welcoming address to more than one thousand guests. Music was provided by the Millis High School Band.

Mary M. Fleming, Director of Pupil Personnel Services, presented scholarships and awards totaling more than \$100,000 to deserving seniors.

Pupil Personnel Services

In September 1995, Tri-County welcomed approximately 772 students to the new school year. Of that number 21 were Millis residents. Other towns and residents included: Franklin 188, Medfield 12, Medway 48, Norfolk 27, North Attleboro 194, Plainville 56, Seekonk 65, Sherborn 4, Walpole 62, and Wrentham 70. Also 45 students were accepted from out of district areas.

Because of the Co-operative Employment Program at Tri-County, forty-eight students started early employment in industry. At graduation 70% of the students were working in their technical areas. Approximately 27% of the class planned to attend 2 or 4 year postgraduate schools. 3% of the class planned to enter the military. Among the colleges graduates have enrolled in are: Bryant College, University of Massachusetts at Dartmouth & Lowell, Massachusetts College of Art, Wentworth Institute, Johnson & Wales University, Northeastern University, Bridgewater State, Dean College, Arizona State, and Mass Bay Community College.

In October, Tri-County administered the PSAT's for the College Board. Additional testing and career inventories were administered for all Grade 9 students by the Guidance Department. Tri-County counselors, parents, and students joined other area towns for a Higher Education Night in Medway,

The Pupil Personnel Department continued its evening programs for 1995. The Guidance Department continued its Peer Helpers program to assist with school adjustment and to introduce Tri-County to junior high students in the community. The department continued its programs on preparing for college with the assistance of Dean College Financial Aid Administrators and Admissions Counselors. Tri-County hosted two Career Days for Grade 8 students and held evening Open Houses for parents.

Tri-County has established itself as a leader in the Tech Prep System. This concept has been referred to by National Business and Educational Leaders as one of the most exciting initiatives in education. The primary function of the Tech Prep program is the combined secondary/post

TRI COUNTY REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT

ANNUAL REPORT 1995

In July 1995 the School Committee reorganized and elected the following officers: Victor Knustgraichen (Wrentham) Chairman, Alan Lovely (Vice Chairman) Plainville, and Robert Heavey (Medway) Secretary.

The School Committee conducts its regularly scheduled meetings on the third Wednesday of each month at 7:30 P.M. in the Committee Meeting Room at the school. Sub-committee meetings are scheduled as needed.

Graduation:

On June 4, 1995, 126 students were graduated in an impressive afternoon ceremony. Janice Young, Chairperson of the Tri-County School Committee, delivered the welcoming address to more than one thousand guests. Music was provided by the Millis High School Band.

Mary M. Fleming, Director of Pupil Personnel Services, presented scholarships and awards totaling more than \$100,000 to deserving seniors.

Pupil Personnel Services

In September 1995, Tri County welcomed approximately 772 students to the new school year. Of that number 21 were Millis residents. Other towns and residents included: Franklin 158, Medfield 22, Medway 48, Norfolk 27, North Attleboro 194, Plainville 56, Seekonk 65, Sherborn 4, Walpole 62, and Wrentham 70. Also 45 students were accepted from out of district areas.

Because of the Co-operative Employment Program at Tri-County, forth eight students started early employment in industry. At graduation 7% of the students were working in their technical areas. Approximately 27% of the class planned to attend 2 or 4 year postgraduate schools. 3% of the class planned to enter the military. Among the colleges graduates have enrolled in are: Bryant College, University of Massachusetts at Dartmouth & Lowell, Massachusetts College of Art, Wentworth Institute, Johnson & Wales University, Northeastern University, Bridgewater State, Dean College, Arizona State, and Mass Bay Community College.

In October, Tri County administered the PSAT's for the College Board. Additional testing and career inventories were administered for all Grade 9 students by the Guidance Department. Tri-County counselors, parents, and students joined other area towns for a Higher Education Night in Medway.

The Pupil Personnel Department continued its evening programs for 1995. The Guidance Department continued its Peer Helpers program to assist with school adjustment and to introduce Tri County to junior high students in the community. The department continued its programs on preparing for college with the assistance of Dean College Financial Aid Administrators and Admissions Counselors. Tri County hosted two Career Days for Grade 8 students and held evening Open Houses for parents.

Tri County has established itself as a leader in the Tech Prep system. This concept has been referred to by National Business and Educational Leaders as one of the most exciting initiatives in education. The primary function of the Tech Prep program is the combined secondary, post

secondary program that is being offered to Tri-County students with Massachusetts Bay Community College, Wentworth Institute of Technology, Northeastern University, Dean College, Middlesex Community College and Aquinas College. Students involved in the Tech Prep program must complete an established level of academics and technical competencies. Students upon completion of their high school work will be awarded credits according to the articulated agreement. In 1995 students who received college credit for completion of Tech areas are now attending Wentworth Institute, University of Massachusetts at Lowell, Massasoit Community College and John & Wales College.

Academics

A continuing recognition that our graduates need to fully develop their academic abilities has led us to review our academic offerings. Beginning in 1995 all grade 9 pupils will begin a four year sequence of science courses including biology, chemistry, principles of technology and one science elective (microbiology, physics, astronomy or Principles of Technology II).

State-wide curriculum frameworks have recently been issued and Tri-County is prepared to respond to these guidelines for core academic subjects. All students at Tri-County continue to take a full academic load with no study periods. Every student has a class every period every day.

Mr. Ed Highborn, a long time teacher at Tri-County, was appointed to the position of Academic Coordinator this year. In addition to his regular teaching duties, Mr. Highborn will now assist in the development of curriculum guides for academic areas, develop interdisciplinary teaching models, and develop a technology plan for the school.

It is the goal of the Tri-County Regional Vocational Technical High School to keep our programs current and to fully meet the needs of our pupils and of the workplace.

Vocational/Technical Programs

The Vocational programs have made every effort to simulate real work experience by providing service to District Town Agencies, Civil Organizations, and Residents. The Auto Repair, Auto Body and Metal Trade departments are fully scheduled for customer work at all times. Work is accepted from district residents if such work coincides with the instructional curriculum. The Auto Repair program has received A.S.E. Master Certification from the National Automotive Technician Education Foundation.

The Child Care program provides a creative agenda that foster the wholesome development of the pre-schoolers in a variety of early childhood settings. High School students work with these youngsters learning first hand the various theories and practices of child development.

Cosmetology is a program that provides skill in a variety of beauty services, such as hair, scalp, skin and nails. The program prepares the student for the State License in hairdressing. The clinic is open to the public during the school year.

The Culinary Arts program continues to attract many local patrons to their student run restaurant (Gerry's Place) and bake shop. Many senior citizen groups from the community visit Tri-County to sample the delicious meals that are prepared by the high school students.

Desktop Publishing is part of the Commercial Art and Graphic Arts curriculum. Students learn Computer Layout, Desktop and Graphics.

Electronics Technology prepares the student for entry level positions in the Electronics, Computer and Consumer product service industries.

Marketing/Office Technology education includes Banking, Retailing and Secretarial skills to students who have selected this vocational program. Students master skills in Computerized Accounting, Data Base Management, Word Processing and Lotus 1-2-3. Students taking this program also receive hand on training by working at the Dean Cooperative Bank located at Tri-County. The Bank is open to the public during the school year for all banking services.

The Medical Careers program continues to grow as it enters its fourth full year. We are currently affiliated with three area Nursing Homes (Medfield, Franklin, and Wrentham) where students can apply skills on patient care and recreational activities.

The Plumbing and Electrical programs allow students to acquire technical skills while accruing state-mandated hours in both practical and theory applications. Once completed, these students will be prepared to take the state journeyman examination in their respective trade areas.

The Heating, Ventilating and Air Conditioning program provides students with proper instruction relative to the recovery and recycling of refrigerants. EPA government regulations require that HVAC standards remain at the cutting edge of technology.

The Carpentry program allows students to become familiar with both rough and finish construction. As students complete this program, they are well on their way to securing construction supervisor licenses.

Our construction program has been very busy this year with the construction of "Cougar House", the school athletic field house and with the BICO Collaborative project at King Philip High School in Wrentham. This Fall our construction trades program will begin renovation of Medway's Town Hall.

Continuing Education

The Continuing Education Programs offers an Adult Cosmetology program during the day. This is a separate program that provides 1000 hours of instruction. The program runs from September to May and follows the high school calendar. Registration for this program takes place at the end of May each year. The Evening School Division has enrolled approximately 600 students for the 1995-96 school year. New programs include Computer Aided Machining, Low Fat Cooking, Introduction to Computers and Desktop Publishing. Registration for the Evening Division takes place in September for the Fall Semester and in January for the Winter Sessions.

Athletics

The Tri-County Athletic Program continued to build character and mold the students of Tri-County. 1995 saw increased participation with the interscholastic programs and many students enjoying intramural floor hockey, weight lifting and golf.

The Boys Basketball team finished strong after a slow start. The team also hosted a holiday tournament as well as beginning a yearly overnight trip to play Provincetown and Chatham. The Girls Basketball team played well in every game with the JV Team finishing over 500. The Wrestling Team sponsored their first State Vocational Tournament. The team had several wrestlers place in the State Sectionals held at Tri-County. The Cheerleading Team competed in several competitions including the CANAM Team Spirit Tournament at Myrtle Beach, S.C.

The Spring teams showed a lot of promise with a strong showing from the underclassmen. The Track & Field Team lost several close matches while performing well in the League Meet. The Softball Team finished 500 in their division. Baseball finished off a good year with 5 freshmen playing varsity.

The Fall season went well with the Soccer Team qualifying for the State Tournament. A 11-7-1 record made this possible. The Cross Country Team finished 10-6 with the largest participation in years. Football and Volleyball competed well in their division at both the Varsity and JV levels. The Cheerleading Team encouraged all the Fall teams with their cheers and spirit.

Student Activities

This year Tri-County will be once again engaged in both the Hugh O'Brien Youth Foundation Leadership Seminar and the World Affairs Seminar for High School Students at University of Wisconsin-Whitewater.

The Vocational Industrial Clubs of America (VICA) is of continued interest to students with great success at the local, state and national competitions. In the area of fund-raising, VICA once again will be sponsoring numerous events, including a medieval dinner, Breakfast with Santa and Breakfast with the Easter Bunny.

The Distributive Education Clubs of America will be attending the North Atlantic Regional Conference. At this conference students will have an opportunity to meet other students from the Northeast and participate in various seminars and workshops.

A new pilot program this year, entitled "Student of the Month", was implemented so that those students achieving significant academic success will be properly recognized. These awards were given monthly.

Summary

As we move into 1996 and continue to provide for the educational needs of our students, we wish to thank the District residents for their support and cooperation. We intend to maintain in the future the high educational standard that has earned Tri-County that support in the past.

Victor Knustgraichen, Chairman
William A. Vellante, Millis

REPORT OF THE TAX COLLECTOR

The following figures of collections made in the tax office for 1995 indicates an increase in the majority of receivable accounts. The Excise "flagging" fee continues to generate additional revenue for the town and enhances the collection rate for all excise taxes.

Real estate collections continue to increase for both current and prior years. Major efforts in the collection of prior years taxes was successful and will continue to be an emphasis in the new year.

The following is the report of your Tax Collector for the fiscal year ending June 30, 1995.

Taxes Collected:

Current Year:

Real Estate	\$6,835,794.
Personal Property	124,799.

Prior Years:

Real Estate	150,633.
Personal Property	<u>1,578.</u>

\$7,112,804.

Special Assessments:

Motor Vehicle Excise:

Current Year	405,001.
Prior Year	<u>211,482.</u>

616,483.

\$7,729,287.

Advance Sewer Betterment Payments	66,271.
Advance Sewer Betterment Interest	1,318
Water/Sewer Liens added to tax	47,435.
Demand Fees	9,790.
Interest Payments on Taxes	46,210.
Scholarship Donations	25.
Municipal Lien Fees	14,237.
Excise Flagging Fees	6,760.
Recreational Penalty Fee	40,000.

Tax Balances Outstanding July 1, 1995

Accounts Receivable:

Real Estate Taxes:

1993 and prior	\$132,768.	
1994	138,307.	
1995	<u>228,289.</u>	\$499,364.

Personal Property Taxes:

1993 and prior	3,058.	
1994	1,746.	
1995	<u>4,196.</u>	9,000.

Motor Vehicle Excise Taxes:

1993 and prior	43,890.	
1994	16,266.	
1995	<u>40,890.</u>	<u>101,046.</u>
		\$ 609,410.

I would like to thank all Town Boards and Employees who assisted me this year and to the townspeople for their continued support.

Respectfully submitted,
Raymond C. Normandin
Tax Collector

REPORT OF THE TREASURER

The following is the Treasurer's Report for the year ending December 31, 1995:

Balance of Library Trust Funds	\$ 28,905.48
Dr. & Mrs Charles Wesley Emerson Fund	\$ 212.85
George W. Woolvett Fund	3203.61
Sibbel Purdy Memorial Fund	1445.32
Rosallee Thrasher Griswold Fund	666.34
Jewish Life and Cultural Programs	8289.79
Jewish Life and Cultural Programs	7653.74
Richard A. Housley Fund	7433.83
Balance of Conservation Commission Funds	8,179.69
Balance of Tricentennial Fund	238.41
Balance of Pension Fund	193,141.75
Balance of Stabilization Fund	249,242.85
Balance of Cemetery Fund	80,786.59
Balance of Scholarship Fund	103,800.29

(All Deposited in Interest Bearing Accounts)

I would like to express my appreciation to all Town Boards and Employees who have assisted me during the year.

This is my last year as Town Treasurer and I would like to thank all my friends that have supported me all these years. I am very proud to have served the Town of Millis for 19 years as Treasurer.

Respectfully submitted,
Richard H. Aulenback
Treasurer

REPORT OF THE VETERANS' AGENT

Submitted herewith is the report of the Veterans' Agent and Director of Veterans' Services for the fiscal year ended June 30, 1995:

APPROPRIATION: \$ 7,600.00

EXPENDITURES:

Ordinary Benefits	\$ 3,613.15
Administration Expenses	-0-
Administration Salary	3,000.00
Return to Revenue	986.85\$ 7,600.00

Respectfully submitted,

Roger J. McCann
Veterans' Agent

1995 REPORT OF THE MILLIS ZONING BOARD OF APPEAL

- 1/18/95 Santos, John - denied variance for property located at 25 Myrtle Street, Map 46, Parcels 30-31.
- 3/21/95 Arena, John and Lois - granted a front yard set back variance for property located at 37 Spencer Street, Map 31, Parcel 45.
- 3/21/95 Collins, Daniel C - granted a variance allowing operation of a drive-in eating establishment for property located at 1512 Main Street, Map 21, Parcel 25
- 3/27/95 O'Keefe, Michael - granted a front yard set back variance for property located at 141 Pleasant Street, Map 40, Parcel 157.
- 4/18/95 Blackett, Nancy R - granted a special permit in order to keep horses on the property located at 106 Forest Street.
- 4/18/95 Fredette, Mary Jean, representing the Purrfect Cat Shelter - granted a special permit in order to house cats kittens awaiting adoption at property located at 411 Village Street, which property is owned by Dan Winkler
- 5/16/95 Collins, David B and Cindy A - denied a special permit in order to stable two horses on the property located at 460 Main Street.
- 6/19/95 Tangney, Terrence and Debra - granted a rear corner and front corner set back variance to the side lot line for property located at 85 Acorn Street
- 6/19/95 Rosenfeld, Ellen Trustee of Ellen Realty Trust - granted a special permit in order to obtain two (2) video arcade machines and two (2) kiddy rides on the property located at 730 Main Street known as the Farm and Country Store
- 7/5/95 Kubacki, Helen R - renewed for one year special permit for property located at 22 Middlesex Street
- 7/5/95 Picklesimer, Dorman and Claudette - renewed for one year special permit for property located at 183 Farm Street.
- 7 5 95 Furry, Mary Susan - renewed for one year special permit for property located at 194 Ridge Street.
- 7 5 95 Elwell, Patricia - renewed for one year special permit for property located at 222 Curve Street.
- 7 5 95 Robinson, Jeanette - renewed for one year special permit for property located at 37 Exchange Street.
- 8 23 95 Baker, Stephen D - renewed for one year special permit for property located at 42 Bullard Lane.

- 8.23.95 Sundin, James and Karen - renewed for one year special permit for property located at 470 Main Street.
- 8.23.95 Rosenfeld, Joel - renewed for one year special permit for property located at 730 Main Street known as the Farm and Country Store.
- 9.19.95 Page, Richard - granted a front yard set back variance for property located at 35 Hilltop Drive.
- 9.19.95 Morgan, Paul and Lori - granted a variance with a condition for property located at 50 Lavender Street, Map 23, Parcel 41.
- 10.17.95 Gattie, Nancy E. - denied a special permit to establish a small dog and cat grooming trade for property located at 2 High Street.
- 10.17.95 Papadopoulos, George - granted a lot area, side line and frontage variance with conditions for property located at 871 Main Street, Lot 23, Parcel 53.
- 11.21.95 Generazio, Rose - granted a lot area frontage and lot depth variance with conditions for property located at 35 Union Street.
- 11.21.95 Cushman, Charles and Cheryl - granted a lot frontage and side yard variance with a condition for property located at 84 Meadow Cartway.
- 11.21.95 Santos, John - granted a dry area variance with condition for property located at 25 Myrtle Street, Map 46, Parcels 30 - 31.

Respectfully submitted,

Wayne L. Hansen, Chairman
 Peter F. Koufopoulos, Member
 Skip Coppola, Assoc. Member

William O'Callaghan, Clerk
 Edward Santos, Assoc. Member
 Jane E. Fitzin, Secretary

INDEX

Appointments:

Health, Board of.....	2
Moderator.....	2
Selectmen.....	3
Town Clerk.....	2
Town Administrator.....	9

Election Results:

Annual Town, May 1, 1995.....	11
-------------------------------	----

Officers, Elected.....1

Reports, Annual:

Town Administrator.....	62
Town Accountant.....	66
Aging, Council on.....	73
Animal Control Officer.....	75
Animal Inspector.....	77
Arts Council.....	78
Assessors, Board of.....	80
Building Department.....	81
Cable Advisory Commission.....	83
Conservation Commission.....	85
Emergency Management Agency.....	87
Emergency Management Planning Committee.....	86
Emergency Medical Service.....	88
Energy Conservation Commission.....	86
Fire Department.....	90
Photograph.....	84
Hazardous Waste Coordinator.....	91
Health, Board of.....	92
Historical Commission.....	95
Housing Partnership.....	96
Library Board of Trustees.....	97
Library Director.....	99
Moderator.....	101
Mosquito Control Project, Norfolk County.....	102
Norfolk Mental Health Association.....	103
So. Norfolk County Assn. for Retarded Citizens.....	105
Oak Grove Farm Commission.....	106
Planning Board.....	107
Police Department.....	109
Recreation Department.....	111
Right-to-Know Coordinator.....	91

Schools:

School Committee.....	112
Superintendent's Report.....	114
High School Principal.....	117
Middle School Principal.....	125
Clyde F. Brown School Principal.....	127
Pupil Personnel Services.....	123
1995 Graduating Class.....	119
1995 Graduation Scholarships.....	120
Computer Services Department.....	129
Financial Statement.....	131
School, Tri-County Regional-Vocational-Technical.....	133
Sealer of Weights and Measures.....	111

Selectmen, Board of.....	58
Photograph.....	57
Licenses and Permits Issued, Board of Selectmen.....	64
Contracts Bid and Awarded, Board of Selectmen.....	65
Tax Collector.....	138
Town Treasurer.....	140
Veterans' Services.....	141
Zoning Board of Appeal.....	142
Telephone Numbers.....	Inside Back Cover
Town Meetings, Record of:	
Annual Town Meeting, May 8, 1995.....	13
Special Town Meeting, September 26, 1995.....	42
Vital Statistics:	
Births.....	51
Marriages.....	54
Deaths.....	56

TOWN OF MILLIS

EMERGENCY - Dial 911

(For Ambulance, Fire and Police Emergency Calls Only)

DEPARTMENT, Address	Telephone
AMBULANCE/FIRE DEPARTMENT, Emergency.....	911
All Other Business, 885 Main Street.....	376-2361
POLICE DEPARTMENT, Emergency.....	911
All Other Business, 885 Main Street.....	376-5112
ACCOUNTANT, 64 Exchange Street.....	376-5408
COUNCIL ON AGING, c/o St. Paul's Church, 903 Main Street.....	376-4176
ANIMAL CONTROL OFFICER, Medway Town Hall, 155 Village, Medway....	533-3251
ASSESSORS, BOARD OF, 6 Exchange Street.....	376-8467
BUILDING DEPARTMENT (Building, Wire, Gas/Plumbing Inspectors), 64 Exchange Street.....	376-4040
TOWN CLERK, 64 Exchange Street.....	376-8011
EMERGENCY MANAGEMENT COMMITTEE (Civil Defense), 900 Main Street..	376-2787
HEALTH, BOARD OF, 6 Exchange Street.....	376-2394
HISTORICAL COMMISSION (Oak Grove Farm), 410 Exchange Street.....	376-3730
HOUSING AUTHORITY, 310 Exchange Street.....	376-8181
LIBRARY, Auburn Road.....	376-8282
NURSING SERVICES, Board of Health, 6 Exchange Street.....	376-2394
PUBLIC WORKS, DEPARTMENT OF, 7 Water Street.....	376-5424
RECREATION DEPARTMENT, 6 Exchange Street.....	376-5681
SCHOOLS:	
Superintendent's Office, Plain Street.....	376-7000-1-2
Clyde Brown School Office, Park Road.....	376-7003
Nurse's Office-Clyde Brown, Park Road.....	376-7004
Cafeteria-Clyde Brown, Park Road.....	376-7007
Faculty Room-Clyde Brown, Park Road.....	376-7006
High School Office, Plain Street.....	376-7010-11
Cafeteria-High School, Plain Street.....	376-7005
Data Processing, Plain Street.....	376-7008
Nurse's Office-High School, Plain Street.....	376-7009
Faculty Room-High School, Plain Street.....	376-7012
Custodians' Office, Plain Street.....	376-7013
Middle School Office, Plain Street.....	376-7014-15
Transportation, Plain Street.....	376-7016
Pupil Personnel Services, Plain Street.....	376-7021-22
Guidance Office, Plain Street.....	376-7023-24
Athletic Director, Plain Street.....	376-7025
Curriculum Director, Plain Street.....	376-7026
Cable TV Studio, Plain Street.....	376-7027
Music Director, Plain Street.....	376-7028
SELECTMEN, BOARD OF, 64 Exchange Street.....	376-2634
TAX COLLECTOR, 6 Exchange Street.....	376-5029
TOWN ADMINISTRATOR, 64 Exchange Street.....	376-2634
TREASURER, 64 Exchange Street.....	376-5408
VETERANS' AGENT (Roger McCann, 171 Union Street).....	376-8816

NO SCHOOL SIGNAL -- 2-2 (three times)

6:45 and 7:00 a.m. -- Means no school, all schools

11:00 a.m. -- Means no afternoon kindergarten

